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## CENTRAL INTELLIGENCE AGENCY WASHINGTON.D.C. 20505

2 February 1976

Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034

Dear Dave:

From time to time we receive letters and telephonic inquiries concerning the Association of Retired Intelligence Officers. In view of the restrictions of the Privacy Act, we hesitate to release your name and address without your prior knowledge and consent.

If you have no problem with our providing your name and address in response to such inquiries, please indicate to that effect by signing below and returning this letter to us for official filing. In the future, we would then be free to release this information concerning the Association of Retired Intelligence Officers without consulting you in each and every instance.

Thank you for your assistance in this matter, and best wishes.

Sincerely,

B. Defelice

Acting Director of Personnel

I hereby duthorize the Director of Personnel to release my name and address to individuals seeking contact with or information concerning the Association of Retired Intelligence Officers:

David Atlee Phillips

4 Facusary 1971

ALD THERE

Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034





Director of Personnel P. O. Box 1925 Washington, D. C. 200

### MEMORANDUM FOR:

Addresses for former Agency employees organizations:

Association of Retired Intelligence Officers Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Marylani, 2003

-Central Intelligence Retirees Association (CIRA) Box 1150 Fort Myer, Virginia, 20211

Date

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Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034

Dear Dave:

I am happy to send to you, under separate cover, your Agency Retirement Medallion. The Medallion is a tangible form of recognition and appreciation of your service to the Agency. It should serve as a lasting reminder of an honorable career, rewarding associations and the knowledge that you played your part in a vital activity.

Let me, therefore, add my congratulations and wish you the very best for the future.

Sincerely,

P. W. M. Janney Director of Personnel

Orig - Addressee

OP/RAD/ROB/MWBenthall:cl (1 July 75)

10 June 1975

Mr. David A. Phillips 8224 Stone Trail Drive Bethesda, Maryland 20034

Dear Dave:

The ordinary retirement letter is in no way appropriate for you. In the first place, your retirement is no stepping out of the active world into a world of pleasure. Instead, you are launching off on even a tougher challenge because of your sense of dedication. Your retirement also will not be the termination of your interest in intelligence and in this Agency. Instead, you are going to be doing what you can to help it survive the current set of attacks upon it. But most of all, your retirement is the departure of one of our most exceptional officers, to whom I had the great pleasure to give the Distinguished Intelligence Medal and whose work I have admired these many years. only thing ordinary about your retirement is the sincere and special personal and official good wishes we in the Agency send to you and your family for success and satisfaction in the years ahead. This we send to all our retirees, and we send it to you with special spirit.

Sincerely,

14/ 12.00

W. E. Colby Director

WEC: jlp (10 June 75) Distribution:

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TO: IMMEDIATE
RYBAT PLVUCADET
CHOADEN FROM PARDEE
REF: [IN 921770]
3- I AM PLEASED TO INFORM YOU THAT YOU HAVE BEEN SELECTED AS
CHIEF, WH DIVISION. YOUR APPOINTMENT WILL BE EFFECTIVE AT SUCH
TIME AS YOU (AND YOUR FAMILY) CAN CONVENIENTLY RETURN TO THE
WASHINGTON AREA. ORDERS FOR YOUR HOVE WILL BE
REQUESTED ON A PRIORITY BASIS ON HAY. WOULD APPRECIATE YOUR
TENTATIVE SCHEDULE AS SOON AS PRACTICABLE.
2. YOUR SELECTION WILL BE ANNOUNCED EARLY THIS NEXT WEEK.
THEREFORE, YOU SHOULD FEEL FREE TO INDICATE TO UHOMEVER YOU FEEL
NECESSARY LOCALLY THE REASON FOR YOUR RETURN AND WHAT YOUR NEXT
ASSIGNMENT UILL BE.
3. I WANT TO EXTEND MY PERSONAL CONGRATULATIONS ON YOUR
SELECTION. I AM SURE YOU WILL HANDLE THIS VERY IMPORTANT ASSIGNMENT
WITH THE SAME KIND OF EXCELLENCE, DEDICATION AND LEADERSHIP THAT
HAVE CHARACTERIZED YOUR PAST ASSIGNMENTS-H
DATE: L9 MAY 1973
DIRECTOR OF PERSONNEL Date
of Office of the order

REPRODUCTION BY OTHER THAN THE ISSUING OFFICE IS PROHIBITED

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MEMORANDUM FOR: Director of Central Intelligence

THROUGH

Deputy Director for Plans

SUBJECT

Appointment of Mr. David A. Phillips, as Chief of Station,

The appointment of Mr. David A. Phillips, GS-17, as Chief of Station, effective on or about 15 July 1972 is recommended. replace Mr. Thomas J. Flores. Mr. Phillips would

2. Mr. Phillips has been with the Agency since 1952, first in a contract capacity, and since April 1955 as a staff employee. He is currently serving as Chief of Station in He previously served as COS, and in Mexico City, Havana, and Mr. Phillips has a strong command of both Spanish and Postugues. Portuguese. A biographic profile including information regarding his Agency experience and training is attached.

> Chief Western Hemisphere Division

1 Attachment Biographic Profile (Parts 1 and 2)

APPROVAL RECOMMENDED:

Deputy Director for Plans

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Appointment of Mr. David A. Phillips, as Chief of Station,

The recommendation in paragraph 1 is APPROVED:

Director of Central Intelligence

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TIMOEGII (	. :	Deputy Director for Plans
eulject	:	Appointment of Mr. David A. Phillips as Chief of Station.
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1. The appointment of Mr. David A. Phillips, GS-16, an Chief of atation, effective on or about 13 January 1970 is recommended. Mr. Phillips would replace Mr. Robert D. Gahagen.

2. Mr. Phillips has been an employee of the Agency since 1651 initially in a contract capacity. He has served in Havana, Mexico City and most recently as Chief, Calan Operation's Group. Mr. Phillips to fluent in the Spanish language and is scheduled for two months of full-time Portuguese training immediately prior to his departure. A bic graphic profile including information regarding his Lyoney experience and training is attached,

Signed William V. Bros

William V. Droa Chief Western Memisphere Division

Attachment Plographic Profile (Parts 1 and 2)

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SUDJACUT: Appointment of hir. Station,	David A. Phillips as Chief of
AI PROVAL RECOMMENDED:	
/s/ Thomas II. Haramassines	S. C. Carrier Street
Deputy Director for Plans	Date
The recommendation in paragra	ph one is APPROVED:
gramma and the second	1 007 1832
Elirector of Contral Establigance	Date
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nop/ww/plas/	:ajr/8815 (5 August 1969)

#### 23 October 1968

MEMORANDUM FOR: Secretary, Clandestine Services

Career Service Board

SUBJECT

: Recommendation for Promotion to

GS-16: David A. Phillips

1. Mr. David A. Phillips is strongly recommended for promotion to GS-16 and is ranked Number 2 in WH Division's preference for promotion in that grade.

2. Mr. Phillips stands out among his peers as a true
Clandestine Services operator. He has had a range of opera-
tional assignments enjoyed by few Clandestine Services officers
He served in Cuba, Guatemala Mexico and the
Dominican Republic. His functional assignments have included
Contract Agent, Operations Officer under both unofficial and
official cover, Chief of Station, and he is currently assigned
is Chief, Cuban Operations Group. In regard to his tour as
Chief of Station, Santo Domingo, I cite the following quote
he Dominican Republic, concerning the turbulent events in his
country during his tenure:

"You know," he said, "looking back over those months when things seemed pretty bleak, two names come immediately to mind as able and effective representatives of the United States.

They are Ellsworth Bunker and David Phillips."

Bridge - Sand

3. Mr. Phillips has the intelligence, language capability, personality, management and operational ability to move forward steadily in this Agency and he is now ready for promotion to GS-16. I urge you to act affirmatively on this promotion recommendation.

William V. Broe

Chief

Western Hemisphere Division

S-E-C-R-E-T.

27 February 1969

MEMORANDUM FOR: Chief, WH Division

SUBJECT:

- : :

Briefing at DO Base Chiefs' Conference by Mr. David A. Phillips

I should like to express my thanks to you for having made available Mr. David A. Phillips to brief the DO Base Chiefs' Conference on 17 February 1969. His briefing was extremely lucid and helpful and expressly commended by all Conference participants. Please convey to him my personal appreciation of his efforts.

Chief, Do Division

S-E-C-R-E-T

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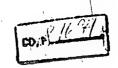
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# VOICE OF AMERICA UNITED STATES INFORMATION AGENCY WASHINGTON, D.C. 20547



April 15, 1968

Dear Dave:

I thought you would be pleased about a reference to you which came up in the course of a longish conversation last night with

about the turbulent events

in his country three years ago.

"You know," he said, "looking back over those months when things seemed pretty bleak, two names come immediately to mind as able and effective representatives of the United States. They are Ellsworth Bunker and David Phillips."

I thought such a pleasant echo of a rough period would help heal your ulcers.

Cordially,

Richard G. Cushing Deputy Director

Mr. David A. Phillips 8224 Stone Trail Drive Carderock Springs Bethesda, Md. 20034

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25 October 1966

Davis A Ph. 11.ps

MEMORANDUM FOR:

THROUGH

SUBJECT

Notification of Designation as a Participant in the Organization

Retirement and Disability System

REFERENCE

Book Dispatch 5096 dated 12 August 1965

- 1: You have been found to be qualified as a participant in the Organization Retirement and Disability System and have been so designated effective 23 October 1966.
- 2. Although such designation under present statutes is viewed favorably by most persons, the regulation governing this retirement system gives the individual the right to appeal such a determination if he deems the designation adverse to his best interests. In order that this technical requirement may be satisfied, you are hereby notified of your right to appeal. An appeal with reasons therefore must be received in Headquarters within 60 days of the date of this memorandum or acceptance of designation will be assumed. Any questions that you may have in connection with your designation that cannot be answered by referring to referenced Book Dispatch should be forwarded to Headquarters.
- 3. We believe that the benefits of the Organization Retirement System are superior to the benefits of the Civil Service Retirement System. However, there are a few situations in which an employee at the time of retirement may have so many years of service (almost 37) that he would receive a higher annuity under the Civil Service System. Because of this, the policy decision has been made that a participant in the Organization System who would receive a higher annuity under the Civil Service System may, not later than one year prior to his retirement, apply to be removed from our system and transferred to the Civil Service System. Thus, you should not anticipate this contingency as a factor in deciding whether you regard your designation as a participant adverse to your best interests.



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24 October 1966

MEMORANDUM FOR: Chief, WH Division

THROUGH

: Deputy Director for Plans

SUBJECT

: Commendation

1. The Dominican Republic Station has distinguished itself by especially meritorious service during the past year and has made a major contribution toward the advancement of the objectives of. the United States Government in a critical situation. One year ago the people of the Dominican Republic were facing a dismal future. Today, while the future remains uncertain, the prospects for eventual stability have been immeasurably increased. Several Departments and Agencies of the United States Government engaged in an effort to bring this about. I believe that the role of the CIA in the Dominican Republic during the past year was a crucial one. The highly effective performance of the Santo Domingo Station and the Base at Santiago was the result of the combined efforts of each officer and employee stationed there. These men and women gave unsparingly of their time, energy and brain power. Their efforts were sustained over a long period under stressful circumstances. Now, while our long-term mission continues, a significant milestone has been reached and it is most appropriate at this time to grant this special recognition for a job well done to all members of the CIA team in the Dominican Republic during the year ending June 30, 1966.

2. I should like to commend each member of the Station who contributed to this noteworthy performance and request that a copy of this commendation be placed in individual personnel files as appropriate.

Michael Weller-

Richard Helms
Director of Central Intelligence





REQUEST FOR PERSONNEL ACTION 4 October 1966 2 NAME i lau-tiris- Meddiel 024345 PHILLIPS, DAVID A. S CATEGORY OF EMPLOYMENT 4 FRECTIVE DATE REQUESTED NATURE OF PERSONNEL ACTION DESIGNATION AS A PARTICIPANT IN THE 23 |66 REGULAR CIA RETIREMENT AND DISABILITY SYSTEM 10 7. FINANCIALANALYSIS LEGAL AUTHORITY (Completed by Office of v 10 C PL 88-643 Sect. 203 CF 10 V CF 10 CF 7135-0875 ORGANIZATIONAL DESIGNATIONS IS LOCATION OF OFFICIAL STATION DDP/WH SANTO DOMINGO, DOMINICAN REPUBLIC 13. CAREER SERVICE DESIGNATION 4. CLASSIFICATION SCHEDULE (GS. LB en ) 15 OCCUPATIONAL SERIES 18 REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE. 188 SIGNATURE OF CAREER SERVICE APPROVING OFFICER . DATE SIGNED TRA SIGNATURE OF REQUESTING OFFICIAL DATE SIGNED SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 19 ACTION 20 EMPLOT 21 CODE CODE OFFICE CODING 22 STATION 23 IMTEGREE 24 HDQTES 25 DATE OF BIRTH 31 SEPARATION 32 CORRECTION CANCELLATION DATA 33 SECURITY 28 RIE ERPIRES LZW SPECIAL RETIREMENT DATA AFFERENCE DATA CODE EOD DATA 2 35 VET PREFERENCE 37 LONG COMP DATE 36 SIRV (DMP DATE 38 CARFER CATEGORY FEGL: HEALTH INSURANCE 40 SOCIAL SECURITY NO 39 CAR BEST PROV 1EMP 0 - WAIVER 1 - 755 CODE 8- 8085 1-5 PT Ca CODE HEALTH INS COO STATE TAR DATA 42 LEAVE CAT PORM ERECUTED CODE TAL STATE COD 3-00 PPEYOUS SERVICE 1-00 BRIAL IN SERVICE 2-BELAL IN SERVICE (1555 THAN 9 PEARS) 3-BELAL IN NAVICE (MORE THAN 9 PEARS) 1 - VES 2 - WD 1-755 45 POSITION CONTROL CERTIFICATION 40 OF APPROVAL DATE APPROVED See memo signed by D/Pers dated 1000T

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## CENTRAL INTELLIGENCE AGENCY WASHINGTON, D.C. 20505

TO	:	David	l A.	Phillips	
SUBJECT	:	TDY	in		

Most of you who went down to

departed with so much speed and so little ceremony that
there was no time to explain the importance and urgency
of your assignments. Now that you have served there
during the crisis, the importance of the task needs no
embellishment from us, but you should knew that the contribution of the augmented Station was decisive in shaping
the policies and actions of the government and in avoiding
several major mistakes. For weeks after the April revolution, our Station reporting was literally the only source
of information that the United States had on the role of
Communism among the rebel forces and on conditions outside
the capital.

Many fine things were done in the Station and in the hinterland by all of you. Manning the check-roints under fire, flying to remote and hostile villages, moving tons of supplies through the gauntlet of the communications line, toiling over midnight reports, and keeping open our country's only commo link -- all these things were commonplace. The dedication, discipline, and routine of our personnel placed them in a class apart.

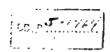
To the sense of pride and accomplishment you must already feel, I want to add the gratitude and admiration of the DDP and of the Agency.

Michaelletins

Richard Helms
Deputy Director of Central Intelligence

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Deputy Director of Central Intelligence MEMORANDUM FOR:

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SUBJECT

Appointment of Mr. David A. Phillips as Chief of Station, Santo Domingo, Dominican

1. The appointment of Mr. David A. Phillips as Chief of Station, Santo Domingo, Dominican Republic, effective on or about 15 October 1965, is recommended. Mr. Phillips would replace Mr. Edwin M. Terrell.

2. Mr. Phillips was employed in a contract status from 1952 to 1955 and became a Staff Employee in April 1955. He resigned from the Agency in August 1958 to enter private business. In March 1960 he returned to the Agency as a staff employee and is presently assigned as Operations Officer, Mexico City, Mexico, GS-15. A biographic data sheet, giving more detailed information on Agency experience and training, is attached.

> R. b. Herben Desmond FitzGerfild Chief Western Hemisphere Division

1 Attachment Biographic Profile (Part 1)

APPROVAL RECOMMENDED:

Deputy Director for Plans

(Date)

The recommendation in paragraph 1 is APPROVED:

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29 June 1961

MEMORANDUM FOR THE RECORD

SUBJECT: David A. Phillips

On 14 June 1961 the undersigned reviewed with Mr. David A. Phillips his career development prospects for the next five year period. We agreed that the following represented a desirable and fairly firm goal in this respect:

a. In general his future training and field experience should place sufficient stress on the CI and FI fields to avoid the career confinement of strict CA specialization.

b. His next assignment would be a normal field tour in Mexico City. Upon return from that assignment, he would receive up to six months training to be followed by an assignment to the CA Staff (or the organizational successor thereof). One of his primary undertakings in the CA Staff would be to develop what might best be termed "ideological warfare" (e.g., a search for basic ideas and concepts with wide appeal) as opposed to the normal propagamia approach (e.g., a running debate on current events).

(Secretary of the Control of the Con

RICHARD M. BISSELL, JR. Deputy Director (Plans)

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MERCE CONTRACTOR

cc: ASIA (Pore)
Attn Panel A
Mr. Paillips
Tare C/8 H

OP/RSD

1 June 1961

Chief, Finance Division MEMORANDUM FOR:

FROM

Chief, WH/4/Support

SUBJECT

Premium Pay

Due to the recent reduction in heavy workload requirements, the following employees are no longer entitled to Premium Pay. It is requested that this entitlement be discontinued effective c.o.b. 10 June 1961. The salaries are chargeable to Allotment #535-5000-8021:

BELSITO, Frank J. BROWN, Fravel S. CANN, Ruth E. CARTWRIGHT, Cocil J. CHELLINO, Samuel J.

KENT, William M. MCRALES, David S.
MURRAY, William J.
OVERJORDE, Robert V. PATTON, Lee B.

PETERS, John D. PHILIPS. David A. REYNOLDS, Robert

> WILLIAM B. BISEMANN Chief, WH/4/Support

Distributions

2 - Chief, Finance Division (ea. employee) 2 - Director of Personnel (ea. employee)

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STATIONS FORM HO. SI

# Office Memorandum . United States Government

TO : File

DATE: 18 March 1960

FROM

SUBJECT

PHILLIPS, DAVID A.

Effective date of CA is 19 aug 1958, per Mr. Toomey, x2823

This time is creditable for LCD only, per Mr. Stevens.

Mr. Phillips was same as independent contractor, per Lyle Miller, x3039.

1. 1/c

Starid Philips . Per m. Masherts X8x fx Philups is presently contract light. DOP. approved per Bisul vin Casu. live he here to Edd I march. WH - has already contacted should and They will grand eleviance, sury Kinney (me) has capies of 89 (on Phinip wife and chiann ). Ale pays ates to enter and duty, but will be subject to medial when and Obiceips will be in (2 fer) mon. for TOY will have poly at That time (1:00 pm

### SECRET When Filled In)

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SECRET

14

Office Memorandum . United states government

TO 1 The record

DATE: 16 Aug 58

FROM:

CPD(Staff Agent Branch)

SUBJECT:

- 1. This is cortification that during the Personnel interview with Mr. compensation 7 Aug 58 he specifically stated that he did not want an SF-8(Quemployment Compensation Program) sent to the DDP/NEA Division.
- 2. Subject coordinated with CCB 7 Aug 58 ro: retirement(all services were being combined and sent to the CSC)
- 5. Subject had intention of checking B & C re: Hospitalization, Mutual Insurance & Conversion of FEGLI.

11 ang - 1958.

I recent from Central literations Comments

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51 August, 1955

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4824 WASHBURN ST. FORT WORTH, TEXAS SECRET (When Filled In)

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STANDARD ROBU 52 REQUEST FOR PERSONNEL ACTION UNIVOIDENERSID REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse. an name; initial(s), and surname) L DATE OF BURTH 31 Oct 1922 7 May 1956 A BATERE C. ACTION SEQUESTED A PERSONNEL (Specify whether oppointment, promotion, separation, ste.) & EFFECTIVE DATE Reassignment (Staff Agent) & POSITICE (Specify whether establish, change grade or title, etc.) B. APPROVED: JUN 3 1956 FEGN & POSITION TITLE AND . Ops Officer (PP) Ops Officer (FF) **EAF-125** GS-0136.31-14 \$10320.00 p.a. & SERVICE, GRADE, AND SALARY H.\qua DESIGNATIONAL DESIGNATIONS Branch III HAVARA .. CUISA . STATEOF Havana, Cuba IL NEADGUARTERS DEPARTMENTAL (DP) FIELD OR DEPARTMENTAL USED IN LIEU OF SESO NOTIFICATION OF FERENCHLEL **ACTION** B. REGSESTED ST Name and title) Deilips O. Sianaturo & for Applitual INFORMATION CALL (Name and telephone extension) 14 POSITION CLASSIFICATION ACTION 13 VETERAN FREFERENCE HONE WHIT TOTHER, S.PT 16 PLANT NEW VICE I A SEAL DISAB STHER SD-DP DATE OF APPOINT MENT AFFIDAVITS (ACCESSIONS ONLY) 20. LEGAL RESIDENCE 15 16 17. APPROPRIATION CLAIMED PROYED rus: 6-3545-55-055. М W Same STATE: 21. STANDARO FORM SO REMAZIOS CONCUR PP/Career SerARPROVED REMARKS: 22 CLEARANCES CHITIAL OR SIGNATURE DATE B. CEIL OR AS CONTROL C CLASSIFICATION D PLACEMENT OR EMPL

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## ROUTING AND RECORD SHEET

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### ROUTING AND RECORD SHEET

INSTRUCTIONS: Officer designations should be used in the "TO" column. Under each comment a line should be drawn across sheet and each comment numbered to correspond with the number in the "TO" column. Each officer should initial (check mark insufficient) before further routing. This Routing and Record Sheet should be returned to Registry.

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**11** 010 1957

MEMORANDUM FOR: Chief, Finance Division

SUBJECT:

Equalization Allowance Adjustment for Pullyn

- 1. Effective 15 December 1957, subject individual's equalisation allowance is decreased from \$950 to \$555 per annum due to a decrease in the cost of fiving at subject's post as compared with Washington, D. C.
- 2. All other terms and conditions of the original authorization remain in full force and effect.

SIGNED

Louis W. Armstrong
Chief, Contract Personnel Division

Distribution:

Orig. and 1 - Addressee

2 - NEA Division

2 - CPD

OP/CPD: HSurles: ahw (9 Dec 57)

SECHET

S-E-C-R-E-T (When Filled In)

2 7 JUN 1957.

MEMORANCUM FOR: Chief, Contract Personnel Division

ATTENTION

FROM

Deputy Director of Security (Investigations

and Support)

SUBJECT

- 1. Reference is made to the memorandum dated 18 June 1957 in which a covert security clearance was requested to permit the Subject's conversion from an Ops Officer (FP), GS-14, DDP/MH, Branch III, Havana, Cuba, to an Ops Officer (PP). GS-14. DDP/NFA, Egypt and Arab States Branch, Project PECTATE,
- 2. In accordance with the provisions set forth in the Director's Memorandum of 14 February 1949 entitled, "Security and Operational Clearances," a covert security clearance is granted for the use of the Subject, as described in your request as set forth in paragraph 1, above. For administrative purposes only, this clearance is effective as of 15 June 1957.
- Subjects of covert security clearances are not to represent themselves as, nor are they to be represented as, employees of CIA.
- 4. Your attention is called to the fact that a covert security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-210. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.
- 5. This clearance becomes invalid in the event the Subject's services are not utilized within 60 days of the date of this memorandum.

FOR THE DIRECTOR OF SECURITA:

Bost N. Cuman, Lam Robert H. Cunningham

S-E-C-R-E-T

Date. 18 June 1957

ME MORANDUM	FOR:	Chief	Special	Security	Division
MIN MOUVIADOM	T ON	Omer.	Sherier	Delegan Aby	D44.1.1.1.1

FROM

: Chief, Special Contracting, Allowances &

Processing Staff, Wing 2F Curic Hall Dirical Philipse

SUBJECT

(P); Your Number 40698

1. In compliance with paragraph four (4), your memorandum date l \_ subject as above, clearance to cover the following proposed change in subject's status and/or use is hereby requested.

Ope Officer(PP)  GS-14  DDP/WH Branch III  Havana, Cuba-	Position Title Grade & Salary Organ Designation Headquarters	Ops. Off(PP)  GS-14  DDP/NEA  Egypt & Arab States Branch Project PECTATE
( ) Field ( ) Dept'l	Field or Hatrs.	() Field ( ) Dept'l

2. Changes other than specified above:

Cover is Commercial

3. The proposed effective date of this change is 16 June 1957 (For Financial

and Administrative reasons.

Please phone verbal concurrence to Dot Kreinheder X3585

LOUIS W. ARMSTRONG . MINOCOLOGO MARKETO

Verhal Coverrence

SECRET

ME MORANDUM FOR:

Chief, Finance Division

SUBJECT:

Equalisation Allowance Adjustment for

Phillips Howard

- 1. Effective 13 January 1957, subject individual's equalization allowance is decreased from \$3780 to \$3145 per annum due to a reduced cost of living index for subject's post.
- 2. All other terms and conditions of the original authorization remain in full force and effect.

SIGNED

RALPHS. POLLOCK Chief. Contract Personnel Division

elt-28 Feb 57 Distribution: Original and 1: FD

2: WH Div

.l: Subject File

l: Chrono File

l: Equal Allow File

l: my copy

26 April 1957

Deputy Director for Investigations à Operational Support

TIR OUGH

Subject

Contract Personnel Division
The Course House

- Change of

Pseud caym

REFERENCE

Memorandum for Deputy Director for Investigations & Operational Support, through, Contract Personnel Division, from this office, dated 26 April 1987

Due to a compression, the pseudonym of Paul D. LANGEVIH has been changed. Please refer to reference for new pseudonym.

/a/ J. C. KING Chief, HHD

Chrono - Statuties Electron .. Il Bes

## SECRET

26 April 1957

MEMORANDUM FOR: Deputy Director for Investigations

& Operational Support

TIRLUM:

Contract Personnel Division .

SUBJECT:

liew i soudonym

REPERENCE:

Memorandum for Deputy Director for Investigations & Operational Support, through, Contract Fersonnel Division, from this office, dated 26 April 1957

The pseudonym of subject of reference has been changed to

J. C. KING Chief, WHD

MEMORANDUM FOR: Chief, Finance Division

SUBJECT:

Equalization Allowance Adjustment for

Phillips, Harrist

1. Effective 7 October 1956, subject individual's equalisation allowance is increased from \$3670 to \$3780 per annum.

2. All other terms and conditions of the original authorization remain in full force and effect.

RALPH S. POLLOCK
Chief, Contract Fersonnel Division

MEMORANDUM FOR: Chief, Finance Division

SUBJECT:

Equalization Allowance for

Paris Doved

i. Subject individual is authorized an equalization allowance at the rate of \$950 per annum upon his arrival at

2. All other terms and conditions of the original authorization remain in full force and effect.



Louis W. Armstrong Chief, Contract Personnel Division

Distribution:

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√1 - Subject File

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aih - 2 July 1957

SECRET

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GLASSIFIED MESSAGE unit : WH/PERS SECRET 4457 8 FEBRUARY 1956 HAVANA, CUBA TO FROM : DIRECTOR WH 5 CONF : FI/ADMIN, FI/RI 2, OP (2), 8/C 2 DIR 46833 (OUT 67172) 2146Z 8 FEB 56 CITS: DIP TO: HAVA NE: DIR 30629 (CUP 86720) vid Phillipse ARV HAVA 1440 HRS 9 FEB PAA 436 WITH FAMILI. END OF MESSAGE

Jeking J. C. KIRG

SECRET

O. H. DUNGLEGER

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

## Office Memorandum · UNITED STATES GOVERNMENT

Chief, Contract Personnel Division

DATE: MAR 20 1955

FROM , Dejuty Director of Security (Investigations and Support)

SUBJECT:

1. Reference is made to your request dated 30 January 1956 for a Covert Security Clearance to remit appointment of Subject to Staff Agent/operations officer at Havana, Cuba.

- 2. In accordance with the provisions set forth in the Director's Memorandum of 14 February 1949 entitled, "Security and Operational Plearances," a covert security clearance is granted for the covert use of the Subject, as described in your request as set forth in paragraph 71, above. This will confirm the Covert Security Clearance granted telephonically to Dr. Ken Wambold, OFD x-3585 on 26 January 1956.
- 3. Subjects of covert security clearances are not to represent themselves as, nor are they to be represented, as, employees of CIA.
- 4. Your attention is called to the fact that a covert security clearance does not constitute correlete combliance with the provisions of CIA negulation 10-210. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any provosed change should be submitted to this office.
- 5. This clearance becomes invalid in the event the Subject's services are not utilized within 60 days of the date of this memorandum.

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1941-42 Toxas Christian Univ, Ft Worth, Texas - Drams, English 1948 Univ of Chilo, Santiago, Chilo - Spanish Fronch-R. Elem; W. Slight (Jun 1961); P.S. U. Slight; T. Rone-Oct 157(dis cmo); Spanish, New World - R High; W. P., S. U. Litter (Sep 1967) Trunsl & Interpr LANGUAGE ... (Lenguago, Profic elonar, Dala Tootad Portuguese (Arazilia) - R Inter (Dec 1969) 1955 Rocaling Improvement 1965 Cod Schinar 1971 Mpas/Detensive Oriving 1969. Short Range Agt Cont Surv 1969 Portuguese 10. CIA EMPLIANCIT MISTORY SINCE 10 SEPT 1847 (Personnel Agilone, Military Ordera, and Peinateal Catacity) EFFECTIVE DATE POSITION TITLE & OCCUPATIONAL CODE CRADE SO | ORGANIZATION & ORGAN, TITLE (11 APP) | CODATION 1952-53 Contract Arent 1954-55 Contract Duployee Vii/ MH Apr 1955 DDP/PAP Ops Stf 110 Para Mil Cir 0136.11 14 b os criicor : 14 05 DDP/PP Ons/Info Coord Div ۵ 0153,51 Aug 1955 14 DP DDP/411 III/Havana Cuba Sta Havana Pob 1956 0136.31 ose ose (PP), DDP/IEA/AS Br/Pro1PEDTITE Apr 1957 1958-60 Contract , 2 0136.31 POP/IN DDP/CS Dov Comp/AN DDP/IN-4 Havana. Ament (Inc apendent Eq. 14 Har 1900

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	×	CHIEF, OP	ERATING COMPON	ENT (For	nctio	n) WH	ID CARD	NUMBER.		
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x	CHIEF, CONTRÔL DIVISION	, OP		391-24	-4032	_
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x	CHIEF, OPERATING COMPON	ENT (For actio	n) LA	ID CARD NUMP	F#	
ATTN: CHIE	P SUPPORT STAFF				TABLISHED	
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VERBAL SUBJECT DAVID ATLEE PHILLIPS	UNIT	144	****	
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x	CHIEF, OPERA	TING COMPONE	T (For a	etion) WE	1	ARD NUMBER		
ATTN:	nief Support	Staff				X CSTABL	ISHED	
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FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED. YOU ARE DESIGNATED EXEMPT.

EFFECTIVE DATE OF DESIGNATION: OL MAY 1974.

PHILLIPS DAVID A

1126145

41354523

"PAY ADJUSTMENT IN ACCURDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE CHORN 11811 PURSUANT TO AUTHORITY OF DOLAS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DOLDINECTIVE DATED ON OCTOBER 1962."

EFFECTIVE CATE OF PAY ACJUSTMENT: 13 CCTUBER 1974

NAME

SERIAL ORGN. FUNDS GRESTEP .

NEM SALARY

PHILLIPS CAVID A

024345 51 050 CF CS 18 1

\$30,000

DLM: 12 MAY 15 NOTIFICATION OF PERSONNEL ACTION der PHILLIPS DAVID A 224345 3 NATURE OF PERSONNEL ACTION RETTREMENT (VOLUNTARY) EFFICING DATE S CATEGORY OF EMPLOYMENT \*0C OP UNDER CIA RETIREMENT AND DISABILITY REGULAR 05 pg | 75 SYSTEM AND CANCELLATION OF NSCA E CSC OR OTHER LEGAL AUTHORITY V 10 CF V TO V 5135 4523 |dddd |PL 88-643 SECT 233 CF TO CF TO LOCATION OF OFFICIAL STATION DDO/LA DIVISION WASH., D.C. OFFICE OF THE CHIEF 13 SERVICE DESIGNATION 12 POSITION NUMBER भा रहा । उस भार CN51 CHIEF LA DIVISION TY SALARY OR RATE TS OCCUPATIONAL SERIES TA GRADE AND STEP 14 CLASSIFICATION SCHEDULE (OS 18 ON) 36500 18 1 0001.10 "IN ACCORDANCE WITH HR 25-23A(2), AN EMPLOYEE WILL HOLD SUPERGRADE RANK FOR SUCH TIME AS THE DIRECTOR MAY DETERMINE, REGARDLESS OF THE NATURE OF THE DUTIES PERFORMED. 1 : E BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

22 STATION 23 INTEGREE 24 MILETAL 25 DATE OF BIRTH 26 DATE OF GRADE 27 DATE OF LET 16 | 31 | 22 SECURITY REQ NO DATA CODE TIPE WO SOD DATA CON RRUNGSE FEGLI , HEALTH INSURANCE 40 SOCIAL SECURITY NO DAG COMP DATE 18 CAREER CATEGORY O AAIVER 6 CAR SIST 43 COOL ICAN INCUITO POR THE UND COM 1 785 Z 767 2 NO SIGNATURE OF OTHER AUTHENTICATION **TOSTED** PHILLIPS 04V10 Use Previous SECRET )

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EFFECTIVE DATE OF PAY ACJUSTMENT: 07 JANUARY 1973

NAME :

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PHILLIPS CAVID A

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MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11937 PURSUANT TO LIBERTY OF DCI AS PROVICED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED & DCIDER 1962

EFFECTIVE MATE OF PAY ADJUSTMENTE O JANUARY 1972

NAME

SERIAL BROW. FUNDS GRASTER

SALARY

PHILLIPS DAVID A

024345, 51 925 CF GS 17 3

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EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

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NAME

SERTAL DRGN. FUNDS GR-STEP

\$29,232

PHILLIPS DAVID A

024345 51 130 CF 35 16 4

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EFFECTIVE DATE OF FIRE ADJUSTMENT: 19 JULY 1949

NAME

SERIAL CEGA. FUNDS GRESTER

ALLEY.

PHILLIPS DAVID A

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EFFECTIVE DATE OF PAY ADJUSTMENTS & COTORER 1967

OLU SERTAL CRON . FLAS GRESTEP SALAHY 024345 51 500 A GIVAL CALLLING

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF OUT AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-OCT DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 JULY 1968

SALAKY SEKIAL DRON. FUNDS GR-STEP NAME 024345 51 500 CF 35 15 5 820,856 PHILLIP'S DAVIO A

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PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PAT ADJUSTMENT IN ACCORDANCE WITH SALARY SUREDULES OF 1949, PURSUANT TO AUTHORITY OF DCI AS PROVICED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED & OCTOBER 1962." EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

SERIAL ORGN. FUNDS GR-STEP GS 15 4"

30 June 1966

MEMORANDUM FOR: Chief, TRB

SUBJECT

: Record of Contract Service for David A. Phillips

1. Per your request we are forwarding record of Subject's contract

Date	Action
4 March 1954	Hired as Contract Employee
31 July 1954	Terminated
l August 1954	Hired as Contract Employee
31 March 1955	Terminated
19 August 1958	Hired as Contract Agent
13 March 1960	Terminated

- 2. Subject was employed on a full time basis with leave benefits from 4 March 1954 through 31 March 1955. Accordingly, this entire period is'creditable" for establishing his annual leave category. However, the period from 19 August 1958 through 13 March 1960, as; an independent contractor, is not creditable for this purpose. Only the period from 4 March 1954 through 31 December 1954 is "creditable for Civil Service Retirement, since Contract Employee's were mandatorily covered by Social Security as of 1 January 1955. 1951-1953 Contract Agent time is not creditable.
  - 3. Attached is OF record of Agency service with salary breakdown.

*lemorandum* 

Chief, Contract Personnel Division

16 June 1966

Tary Lay Snink

Compensation and Tax Division

Office of Finance

SUBJECT: Agency Service of David Atlee PUBLIPS

The records of the Office of Finance show the following Agency service for Subject:

Contract Agent:

ECD 1 February 1951 \* \$600.00 P/M Term 28 February 1951 & \$600.00 P/M

net memo 6-30-ECD 25 January 1952 8 \$6000.00 P/A Term 31 August 1953 @ (6000.00 P/A o.k Contract Employee:

ECD 4 Nerch 1954 57200.00 P/A Pay Inc. 1 August 1954 @ 28360.00 P/A

Term. 31 March 1955 . \$8360.00 P/A

Staff Employee:

Ex. Appt. 1 April 1955 - 89600.00 P/A Pes. 6 February 1956 . \$10,320.00 P/A

Staff Agent:

Ex. Appt. 7 February 1956 1 \$10,320.00 P/A PSI 7 October 1956 \$10, 535.00 P/A Pay Paise 12 January 1958 2 511,595.00 P/A PSI 6 April 1958 \$11,875.00 P/A

Tes. 13 August 1058 ( 11,835.0) P/A

Contract Agent:

ECD 19 August 1958 7,200.00 P/A Term. 13 Parch 1960 127,200.00 P/A

Staff Employee:

Fr. Appt. 14 Farch 1960 1 \$11,835.00 P/A Subject has been a Staff Employee since 14 Parch 1960/

Chief

Agent Payroll Branch

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\*PAY ADDISTRENT IN NOC BOLLOW LITH SALMAY COMEDULES OF PL H9-301 PURSLANT IL AUTHORITY OF TOTAL PROMITE LIN THE CTA ALT OF 1949.
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## GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

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GS- 2	3,680				4,180					
GS- 3	4,005			4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4			4,780		5,080	5,230		5,530	5,680	5,830
GS- 5	5,000		5,330		5,660			6,155	6,320	
GS- 6	5,505		5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050		7,450	7,650	
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8,690	8,935	9,180	
GS-10	7,900	8,170	8,440	8,710	8,980	9,250			10,060	
GS-11	8,650	8,945	9,240	9,535			10,420			
GS-12							12,380			
GS-13										
GS-14										
GS-15	16,460	17,030	17,600	18,170	18,740	19,310	19,880	20.450	21,020	21,590
GS-16	18,935	19,590	20,245	20,900	21,555]	22,210	22,865	23,520	24,175	
GS-17	21,445	22,195	22,945	23,695	24,445					
GS-18	24.500		1			1				

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87\*793 AND DOT MEMORANDOM DATED 1 ANGUST 1996; SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 8 JANUARY 1964.

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(When Filled In) MHC: 27 SEPT 63 NOTIFICATION OF PERSONNEL ACTION ODF 3 HAME (LAST FIRST MIDDLE) 024345 PHILLIPS DAVID A 4 EFFECTIVE DATE S CATEGORY OF EMPLOYMENT 3 HATURE OF PERSONNEL ACTION 09, 29,63 PROMOTION REGULAR 7. COST CENTER NO CHARGEABLE S CAC OR OTHER LEGAL AUTRORITY W 10 CF V 10 V FUNDS 🎘 50 USC 403 J 4135 5700 1000 CF 10 V (F, 10 (F 9 ORGANIZATIONAL BISIGNATIONS 10 EUCATION OF OFFICIAL STATION DOP WH BRANCH 3 MEXICO CITY MEXICO STATION MEXICO CITY, MEXICO 12 POSITION NUMBER 13 SERVICE DESIGNATION OPS OFFICER 0340 14. CLASSIFICATION SCHEPCLE ISS. LB. otc.) 15 OCCUPATIONAL SERIES IN CRATE AND SIEP 17 SALARY GR RAIS 15525 0136.01 15 3 18. REMARKS MEXICO CITY, MEXICO SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 22 STATION 22 INTESTEE 24 NAMES - 23 DATE OF BIBLE 20 DATE OF GRADE (ODE | Code | N CO | 10 | N CO | 10 | N CO | 10 | N CO | 10 | N CO | 10 | N CO | 10 | N CO | 10 | N CO | 10 | N CO | 10 | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N CO | N 19 4(1):27 70 Emploo 27 6479(\$ (00)166 (100)16 450**75** I 10 31 22 09 29 63 09 29 63 3 12 (CORECTION CANCELLATION DATA IN HEREN U EOD DATA 25 WET PREFERENCE " 'IS STAY COMP BATA , IF LONG. COMP BATE " 25 CAREES CATEGORY FEGLE / SEALTH INSURANCE

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IN ACCORPANCE WITH THE PROMISSIONS OF P. C. 86-368 AND BOT MEND DATED I AUGUST 1056. SALARY IS ADJUSTED AS FOLLOWS SEFECTIVE 10 JULY 1960.

SO NAME SECTAL ORGIN GREST OLD SALARY NEW SALARY

D PHILLIPS DAVID A 524345 46 17 GS-14 3 \$11,835 \$12,730

/S/ EMMETT D. FCHOLS
DIRECTOR OF PERSONNEL

SECRET NOTIFICATION OF PERSONNEL ACTION BWS: 15 APR 1960 3 Date Cl Birth 14 Vot. Pref | 5. Sex 1. Serial No. 2. Name (Last-First-Middle) 524345 PHILLIPS DAVID A SCD 8. CSC Rottet. 9. CSC Or Other Legal Authority 10. Apet. Allidav. 11 | FEGU | 12. LCD 13. MH. SHI'L Yr. Yes-1 Code Mo. Do. No. 95 Mo. Do Yr. Yos-1 Code 02 12 54 Nc - 2 1 50 USCA 403 J PREVIOUS ASSIGNMENT 14. Organizational Designations 15. Location Of Official Station Station Code CS/CS DEVELOPMENT COMPLEMENT DOP WH DIVISION MASH., D.C. 75013 16. Dept. - Field 17. Position Title 18. Position No. 19. Serv. 20. Occup. Series Dent - 1 Code USid - 3 Fran - 5 031460 OPS OFFICER 0136.01 24. Date Or G-3(\* '55. \*5) 21. Grade & Step 92. Salary Or Rate 93. SD 03 1 60 0 17 61 0320 1998 14 3 \$ 11835 ACTION No Eti Dote 27. Nature Of Action 89. Type Or Emblayee Code 30. Separation Data Ma Da. Yr. 10 | 17 | 60 | REGILAR REASSIGNMENT PRESENT ASSIGNMENT 31 Organizational Decanations Code | 38 Location Of Otheral Station Station Code DOP WH BRANCH 4 14617 75013 33. Pert. - Field | 34. Position Etle ;35. Person No. 35. Serv. 37. Occup. Series Open 1 Code OPS OFFICER 0624 GS 0136.01 38. Grada & Step 39. Salary Or Rate Rena CH Grade 142 Put Co 40. SO 43 Appropriation Number 17 61/0135 1000 1000 \$ 11835 14 3 D 44. Comures 四-21-60-60

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NOTIFICATION OF PERSONNEL ACTION L BANE ( us de la constante de This is to notice with a the todowing action affecting your employ S. NATURE OF ACTION ( MELET SEASON TENBINOLOGY) & EFFECTIVE DATE 7. CIVR. SERVISE GO OTHER LEGAL AUTHORITY RESIGNATION (STAFF AGENT) 13 Aug 58 80 TBCA 6031 Ops Officer (PP) 8127 9. SERVICE, SERVES, GRACE, BALARY 68-0156-31-14 \$11,835-00 p/a DDP/NRA 10. DRSANGATIONEL DESIGNATIONS Project Annex Egypt & Arab States Branch Project PECTATE 11. HEADOURSTERS ACR LIEFO DEPARTMENTA 12. FIELD OR DEPTE . 13. YETERAN'S PREFERENCE 14 MINTER CLASSIFICATION ACTION HONE WHIT OTHER S.PT. 10-POINT NEW YICE I. A. REAL SD .DP DANNED PROVED 17 SUBJECT TO C S BETIMEMENT ACT CTES-NOT IS DATE DE LONGEST. 16 APPROPRIATION 9-3381-91-218 M STATE. TO: TES 20 BEWARKS: Subj debriefed by Security(Prosec)
Subj debriefed by Finance(Shipley)
Subj debriefed by Personnel(Kreinhoder) FOR DIRECTOR OF PERSONNEL Joseph B. Gagan ENTRANCE PERFORMANCE BATTONS:

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NOTIFICATION (	OF PERSONNI	EL ACTION	
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15. 16. APPROPRIATION FROM 6=3545#55=055 M 10: 7=3361=71=215	17. SUBJECT TO C S. RETIREMENT ACT 1718-801	MEST SUCKELLS	LEGAL RESIDENCE CLAIMED PROVED
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3. RAME (MR -MISS-MRS -CRE GIVEN MANE, INITIALIS). AND SHE	*****	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO	4. DATE		
Hr. David A. Phillips		31 Oct 19	22	7 Feb 1956		
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824, APRIL 1851

PROMULEATED BY

B. CIVIL STRVICE COMMUSION

## CENTRAL INTELLIGENCE AGENCY

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## CENTRAL INTELLIGENCE AGENCY

NOTIFICATION	I OF F	PERSC	NNE	LACTION	
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MR. DAVID A. PHILIPS	<del></del>	31 Oct		·	h Aug 1955
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CHAPTER 81, COSTAL PROGRAMS PAROUNA

## CENTRAL INTELLIGENCE AGENCY

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Nr. David A. Phillips		31 Octo		922	1 April 1955	
This is to notify you of the following action affe	ting you	employing	nts .	T CIVIL SERVICE OR	OTHER LEGAL AUTHORITY	
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12 May 1966

Chief, Contract Personnel Division

**ATTRITTION** 

Mary Kay Spink

BURJECT

Verification of Contract Service PHILLIPS, David A.

In order to establish the salary, LCD and to compute the SCD for both leave and retirement purposes, it is necessary to verify the contract service and salary of David A. FHILLIPS, DOB 31 October 1922, who claims employment with this Agency in a contract status from 27 March 1952 to 1 April 1955 and from 19 August 1958 to 13 March 1960.

Sgned

Deputy Chief, areasecrous a records Branch

Distribution:

0 & 1 - Addressee

T- OPF - PHILLIPS 1 - TKR - Chrono



David A. Phillips

30 June 1966

31 March 1955

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**联生物 法**证证。

March 1954

WH/Personnel

#### 30 June 1966

MEMORANDUM FOR: Chief, TRB

SUBJECT

: Record of Contract Service for David A. Phillips

1. Per your request we are forwarding record of Subject's contract service:

Date	Action
4 March 1954	Hired as Contract Employee
31 July 1954	Terminated
1 August 1954	Hired as Contract Employee
31 March 1955	Terminated
19 August 1953	Hired as Contract Agent
13 March 1940	Terminated

- 2. Subject was employed on a full time basis with leave benefits
  from 4 March 1954 through 31 March 1955. Accordingly, this entire period
  is creditable for establishing his annual leave category. However, the
  period from 19 August 1958 through 13 March 1950, as an independent contractor,
  is not creditable for this purpose. Only the period from 4 March 1954
  through 31 December 1954 is "creditable for Civil Service Retirement,
  since Contract Employee's were mandatorily covered by Social Security
  as of 1 January 1955. 1951-1953 Contract Agent time is not creditable
  - 3. Attached is OF record of Agency service with salary breakdown.

Rogers C. Brooks
Acting Chief, Contract Personnel Division

Distribution:

Orig - Addressee

2 - CPD

16 June 1966

Chief, Contract Personnel Division

Commensation and Tax Division Office of Finance

Agency Service of David Atlee PHILLIPS

The records of the Office of Finance above the following Agency service for Subject:

#### Contract Agents

ECD 1 February 1951 7 \$600.00 P/M Term 28 February 1951 0 \$600.00 P/M

ECD 25 January 1952 @ \$6000.00 P/A Term 31 August 1953 @ \$6000.00 P/A

ECD 4 March 1954 ~ \$7200.00 P/A Pay Inc. 1 August 1954 0 \$8360.00 P/A Term. 31 March 1955 0 \$8360.00 P/A

## Staff Employees

Ex. Appt. 1 April 1955 @ \$9600.00 P/A Pes. 6 February 1956 @ \$10,320.00 P/A

#### Staff Agent:

Er. Appt. 7 February 1956 C 510,320.00 P/A PSI 7 October 1956 C 510, 535.00 P/A Pay Paise 12 January 1953 C 511,595.00 P/A PSI 6 April 1958 C \$11,835.00 P/A Pos. 13 August 1958 G \$11,835.00 P/A

#### Contract Agents

End 19 August 1958 9 07,200.00 P/A Term. 13 Farch 1960 % 07,200.00 P/A

#### Staff Employees

Er. Arpt. 14 March 1960 & \$11,835.00 P/A Subject has been a Staff Employee since 14 March 1960.

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#### SECTION D. NARRATIVE COMMENTS

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This report covers Mr. Phillips' initial puriod as a Division Chief. It coincided with a period of unusually high stress and strain in the Western Hemisphere Division, particularly in relationships with the State Department and in the problems left over from our drastic measures designed to protect ourselves against a potential counterintelligence disaster. The most important fact to be recorded about Mr. Phillips' direction of his Division during this period is that he kept operations at the top of his priority list, and that as a result our operational achievements in the area during the past year have been on the whole better than in the year before.

Mr. Phillips is developing into a very competent manager, and has handled well the problems involved in adjusting to decreasing manpower ceilings. He is prudent in the use of official funds. He is a good supervisor and is providing excellent leadership to his subordinates, who have responded with a clear improvement in morale during the period since Mr. Phillips assumed charge.

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		<u> </u>	for Operations	David H. Blee
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#### Fitness Report - David A. Phillips

Section D., Continued:

The most dramatic challenge to the capabilities of the WH Division in the past year flowed from the overthrow of the Allende government in Chile. Overall, the intelligence reporting was timely and accurate, the adjustments to our political action programs skillfully made, and the responses to Congressional inquiry well handled.

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#### SECTION D

SECTION E

#### NARRATIVE COMMENTS

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CERTIFICATION AND COMMENTS

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11 June 1974		ty Director for Operations	William E. Welson	AE
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#### Fitness Report - David A. Phillips

## Section D., Continued:

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The most dramatic challenge to the capabilities of the WH Division in the past year flowed from the overthrow of the Allende government in Chile. Overall, the intelligence reporting was timely and accurate, the adjustments to our political action programs skillfully made, and the responses to Congressional inquiry well handled.

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outstanding leade	s a highly experienc	h the Chief o	erations officer with f Station positions ior in every important	
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SECTION D • NARRATIVE COMMENTS
1. In the period covered by this report Mr. Phillips was the Chief of
Station during the time frame February to August 1972. After that
Mr. Phillips became the Chief of Station, and served in
during the period August 1972 to April 1973. At both of these posts Mr.
Phillips was responsible for managing an average of Agency employees.
Additionally, Mr. Phillips supervised in this period an average FY budget of which was spent on FI, CA, CI, anti-narcotics and protected
economic intelligence operations. American policy interests in and are high in terms of the United States scale of values for Latin
America. This means that Mr. Phillips was assigned to two prestige posts
during a fifteen month time span.
2. As a manager Mr. Phillips is operations oriented. In view of this he
places his time, attention and command emphasis on programs that are de-
signed to acquire intelligence and agents. This approach has consistently
produced results in terms of FI and CA operations which are targeted against
the host country.
3. Mr. Phillips was also active at both posts as an operations manager who focused Station resources on the Soviet target, protected economic intelligence and the anti-narcotics effort. Unfortunately, as these programs moved into gear Mr. Phillips was also in motion between Stations, or had just been in place at his second Station for less than a year. As a result one can only say that Mr. Phillips made all the right moves in his managerial duties against these priority targets. The brevity of his program implementation at each of the two posts did not provide a solid basis, however, for measuring tangible success. In short Mr. Phillips deserves high marks for initiative, drive and imagination on programs that were receiving increased attention at Headquarters.
4. The myriad problems that are faced when a Station moves its location from one city to another were still challenging Mr. Phillips when he left  In overview terms, however, the move from to  was well done. This does not mean that Mr. Phillips' successor at did not have some gaps to fill or adjustments to make in the administrative field. The scope of these actions, however, was in the realm of the easonable and attests to the fact that while his basic interests are in

-2.

operations, administration per se is not a totally alien field to Mr. Phillips.

	5. In representational terms Mr. Phillips did a sound job in winning	
and	maintaining the respect of the American Ambassadors in and	
	This is due in large measure to Mr. Phillips' native charm,	
area	a knowledge, and language skills in Spanish and Portuguese. In addition	١,
Жr.	Phillips is people oriented, and this makes it possible for him to sell	•
him	self and CIA to senior American officials at the Ambassador level.	

- 6. In personal terms Mr. Phillips is a hard-working, dedicated officer who is a good team player. This officer has the intent, capability and desire to fulfill the needs of the Organization. He is particularly well versed in CA skills and is politically oriented. As a result he likes the challenge of election operations and is well qualified in this area.
- 7. Mr. Phillips' total performance during the period covered by this report merits an evaluation of Strong.
- 2. 8. In terms of future assignments Mr. Phillips is likely to be at his professional best in field activities. This officer is highly specialized in Latin American affairs, but he is perfectly capable of being a Station Chief at most Agency posts in Europe or Asia.
- 9. Mr. Phillips' activities come to the attention of the Rating Officer on a daily basis.

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	llips, David A.	L	Oct 1922 M	GS-17 D	
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11. DATE REPORT	DUE IN O.P.		July 1971 - 31	-	72
SECTION B	PERFORMANC	E EVA	LUATION		
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M-Marsianal	Performance is deficient in some aspects. The reasons for taken ar recommended should be described.	_	•	I in Section C and remed	ial actions
P-Proficient	Performance is satisfactory. Desired results are being pr	•	in the manner expected.		į
S-Strong	Performance is characterized by exceptional proficienc	-			
O-Outstanding	Performance is so exceptional in relation to requirement work as to warrant special recognition.			performance of others do	ing similae
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particular limitatio	fic duties, productivity, conduct on job, coape ns or talents. Based on your knowledge of emp the rating box corresponding to the statement wh	loyes':	s overall performance dur	ng the rating period,	S
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DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
10 January 1972	Chief, WH Division	William V. Broe
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Mr. Phillips continues to show excellent growth potential and his breath of capabilities qualifies him for advancement to senior echelons.

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I rate Mr. Phillips as v Station,	rery Strong as Chief of
. <sub>e</sub> s. W	William V. Broe Chief Testern Hemisphere Division
I certify that I have seen	This fitness report is being sent
this memorandum:	to David A. Phillips in
•	for his signature and to be re- turned to Headquarters for file.
/s/ David A. Phillips	27 January 1972
David A. Phillips	Date
	·
Comments of Reviewing Official	
I completely and the	agree with this high lating at I souligent has handled a limited with diplomatic text and some
Continuis Congressional	Linterest in with
a too souls to a	distruction tack and some
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judgment.	4.5.
-	Cord Meyer Jr.
15 Aug '7)	
15 Jan 72 As	ssistant Deputy Director for Plans
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10 January 1972

## MEMORANDUM IN LIEU OF FITNESS REPORT.

SUBJECT: David A. Phillips 1 July - 31 December 1971

This memorandum is in lieu of a fitness report to cover Mr. Phillips' performance during the period 1 July to 31 December 1971. This rating is being prepared in view of the rater's imminent departure from the Division.

Last month Mr. Phillips was promoted from GS-16 to GS-17. There is no better evidence of the high esteem in which he is held by his superiors in the Agency.

During this rating per	iod Mr. Phillips transferred
the station from	This move,
however, divorces the Chief	of Station from the main area
of operations.	In spite of this Mr. Phillips,
through much extra effort and	time on his part, has been
able to maintain a high operat	tional tempo in the station.
Station relations with government, especially the so highly productive but through have been placed on a much h	ecurity agencies, have been recent efforts, these relations
lave been placed on a mach h	
	to give the station
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S - Strong	** ** *			ed by exceptional pr		• •	44444 111 41	POINCION INC	HINTS.	
O - Outstand	ling Perfe	ormance is so ex	coptio	nal in relation to re-	Juireme	nts of the work	and in com	parlson to th	e perform	once of
	Other	s doing similar	WOLK 0	SPECIF						
manner in which	ch employ by respon	ee performs EAC sibilities MUST	H spa	uties performed duri cific duty. Conside ed on their ability to	ONLY	effectiveness	in performa	nce of that's	Jury. All	RATING LETTER
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SECTION C	<u></u>	NAKKATIYE	COMMENT	2.		
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Section C, attach's separate sh						
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LL August 1971!				. Phillips	<del></del>	
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DATE	OFFICIAL TITL	E OF SUPERVISOR		TYPED OR PR	INTED NAME AND S	IGNATURE
				/s	igned/	
30 June 1971	Chief,	WH Division	1	Williar	n V. Broe	
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		t Deputy Di			igned/	
		or Plans			Meyer, Jr.	
		O1 1 10115	1	COIG	MEYEL, JE.	

30 June 1971

#### MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. David A. Phillips
1 April 1970 - 30 June 1971

This memorandum is in lieu of the fitness report on Mr. Phillips as Chief of Station, during the period 1 April 1970 to 30 June 1971.

Mr. Phillips is a highly capable, versatile and imaginative Operations Officer and manager who makes a substantial contribution to the Clandestine Service.

The above statement is borne out by the fact that faced with a highly difficult, sensitive operational problem of the utmost priority in the fall of 1970, the Rater immediately thought of Mr. Phillips as the man to head the Task Force and received immediate and enthusiastic endorsement from the Deputy Director for Plans and the Director for Mr. Phillips' assignment. He was recalled from took over the Task Force, and handled it in an outstanding manner.

My first statement is further borne out by the fact that Ambassador on a recent visit to Washington, made a special effort to express to the Rater his appreciation for Mr. Phillips' support to him and the Embassy and to express further his appreciation to the Agency for furnishing him a man of Mr. Phillips' caliber.

SECRE! Property

SEGRET

Mr. Phillips has a large, widely spread operation with Bases in However, he has succeeded in keeping them well coordinated and dead on the target.

I rate Mr. Phillips as Strong as Chief of Station,

William V. Broe Chief Western Hemisphere Division

I certify that I have seen this memorandum:

David A. Phillips

Date

Comments of Reviewing Official: I would have reded this performance as were strong. Excellent pathical includes and the ability to include the most admirate the performance.

Cord Meyer Jr. Assistant Deputy Director for Plans

SFORT

S-E-C-R-E-T

#### TRAINING REPORT

Course # 3/71

Specialized Training in Weapons for Self-Defense and Countermeasures Against Vehicular Kidnapping

Date: 2-5 February 1971

Trainee: FHILLIPS, David A.

Office: WH

## Purpose and Scope of the Course:

The course provides basic proficiency training in the use of weapons for self-defense and in the techniques of evasive driving to counter vehicular kidnapping for Agency officers being assigned to hostile or unstable political and operational environments abroad.

#### Achievement Record:

This is to certify that Mr. Fhillirs has satisfactorily completed the prescribed course of instruction.

FOR THE DIRECTOR OF TRAINING:

HIEF, SPECIAL ACTIVITIES BRANCH

10 February 1971

DATE

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FITNESS REPORT						24345		
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	hillips, David A	•		/31/22	. M	16	D	
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SPECIAL (S			.a	SPECIAL (Spec	ily):	<u> </u>		
II. DATE REPORT	DUE IN O.P.		12. A	EPORTING PER	OD (From- t	p-)		
				1 April	1969 -	31 Mar	ch 70	
SECTION B		PERFORMANCE	EV	LUATION				
U-Umatisfactory	Performance is unacceptable. A could range from counseling, to for proposed in Section C.							
M-Marginal	Performance is deficient in some taken or recommended should be	aspects. The reasons for described.	assign	ing this rating sh	ould be stated	l in Section C	and remed	ial actions
P-Proficient	Performance is satisfactory. Desire		duced	in the manner exp	ected.			
S-Strong	Performance is characterized by a		. 8 . 1		androm All Ak			ta a star Nov
O-Outstanding	Performance is so exceptional in re work as to warrant special recogn		of the	work and in comp	parison to the	pertormance a	if others do:	ng smiler
		SPECIFIC	DU	TIES				
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armance of speci articular limitatio	everything about the employee fic duties, productivity, cond as or talents. Based on your the rating box corresponding to	luct on job, coopera knowledge of emplo	tiven byes*	ess, pertinent s overall perfo	personal tra	its or habit ng the ratio	s, and g.period,	S S
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SECTION C	NARRATIVE COMME	NT\$
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See Atta	ched Memorandum in Lieu of	Fitness Report.
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SECTION D	CERTIFICATION AND COM	MENTS
1,	BY EMPLOYEE	
DATE	EPTIFY THAT I HAVE SEEN SECTIONS A, B, I	AND C OF THIS REPORT
;		
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
UNDER MY SUPERVISION		•
DATE	OFFICIAL TITLE OF SUPERVISOR	/ signed/
'15 July 1970	Chief, WH Division	William V. Broe
1.	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIA	L	
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ATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED HAME AND SIGNATURE
2 1 JUL 1970	Assistant Deputy Director for Plans	Cord Meyer, Jr
••	SECRET	

15 July 1970

#### MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. David A. Phillips 1 April 1969 - 31 March 1970

This memorandum is in lieu of the fitness report on Mr. David A. Phillips as Chief of Station, during the period 1 April 1969 to 31 March 1970. During this period Mr. Phillips took over command of Station. It is typical of Mr. Phillips that he made excellent preparation for this assignment, including a fulltime course in the Portuguese language. Mr. Phillips has brought to his new position the operational zeal and enthusiasm that has characterized all of his previous positions. \_\_\_\_\_ by the very nature of its size but, more importantly, the type of "strait jacket" government in power, is a difficult place to operate on a broad plain. Mr. Phillips has the station moving and real effort and progress is seen on the more difficult targets, such as the Soviets. He has excellent relations within the embassy and is recognized for his contribution to course, handles his haison contacts with mature style and is very actively developing a number of contacts in the local

community.

Mr. Phillips is a good supervisor of men and the present high morale of the Station and its Bases is a living proof of this. He furnishes good operational planning and guidance and exhibits a high degree of cost consciousness.

I rate Mr. Phillips as Strong as Chief of Station,

Chief
Western Hemisphere Division

I certify that I have seen this memorandum:

David A. Phillips

\_\_\_\_\_

Date of Report

15 January 1970

Student Names

PHILLIPS, DAVID A.

Language TRAINING REPORT

Offices

WH

Prioficiency Level

defore and After Training

Before After

Speaking -- 3

Read Comp -- 3

finstructors Estimate vice

Official Test

Courses Inclusive Dates

PORTUGUESE FULL-TIME 11/03/69-12/18/69

Mours of Instruction
Scheduled 244 fetual 108
Absences 28

#### LANGUAGE TRAINING VINS AND EVALUATION CRITERIA

The general aim of this course of study was to provide the student with a command of a foreign language in a skill and at the level set by the sponsoring office. Speaking, aural comprehension and reading comprehension, as required, were emphasized. Fluency and accuracy were given equal importance in training and in evaluation of the student. Cultural matters were covered only incidentally.

This student evaluation is based on (1) Instructor and Linguist observations; (2) regularly administered oral and written achievement tests; (3) a final comprehensive achievement examination. The achievement rating reflects only performance and achievement in the course and is conditioned by the length of time the student spent in training, achievement potential based upon his or her aptitude for language study and upon motivation. This rating should not be confused with the Proficiency Rating which is submitted separately on form 1273, Certification of Language Proficiency.

PREGRESS IN FCHIEVING COURSE AIMS

(Overall progress in the crurse is shown as unsatisfactory, marginal, satisfactory, above average, superior when compared against established standards for such training).

Speaking Fural Comprehension Reading Comprehension

SUPERIOR SUPERIOR N.A.

#### PERFORMINCE EVALUATION

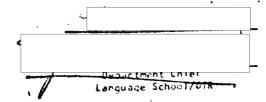
In six weeks the student covered the entire DLI course of 75 lessons which usually takes 4 to 6 montes to complete. His study habits and approach to language learning were excellent and he made maximum use of the time available.

The joint decision by instructor and student to rush through 75 lessons was based on:

- (1) the student's determination to make as much of a conversion from Spanish to Portuguese as possible and
- (2) on the instructor's faith and confidence in the student's ability to do so.

In cases where the principal objective is to convert a student's command of Spanish to an equivalent level in Portuguese, the point is often reached where the student is able to understand and make himself understood most adequately without, See reverse side for additional comment

For the Director of Trainings



however, his having achieved a corresponding tested level because of the remining influence of Spanish.

In the case of this student, I judge his command of the language to be already adequate for all situations he may encounter in the field. So that while he may not test quite elementary, in reality, and as far as ability to communicate effectively is concerned, he would have to be rated intermediate.

120 2 2 4

# THEMNICAL SURVIOUS BIVISION -- THE MICAL SCHOOL SHORT RANGE AGENT CONTACT SURVEY (A-106)

# Training Report

Name :	PHILLIPS, David A.	. · · · ·
Office:	WIL/COG	
Date :	6 June 1969	
: <u>3872</u>	COTIVUS:	
To	provide a general knowledge in:	
·	a. Selected year used for clandesting range agent contacts. Included a tive samples of:	
, -198 <u>,</u> 1	One way RP radio devices; two wadevices; two way carrier current optical communicators; and spectovices used for establishing as	r <sup>°</sup> devices; Lal tolephon <b>e</b>
·.	b. The inclosophy, purpose, considers thankenbothly of their range agent aparency, including message security and feasibil contact systems.	contact Y link
		COVOR CAL SCHOOL
		**

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. ,	Phillips. David A.	10	/31/22	M	GS-16	. D	
8. OFFICIAL POS			F/DIV/BR OF		8. CURRENT		
~	Ops Officer	DI	P/WH/COC	, .	Hos		
F. CHÉÇK (XÎ TY	PE OF APPOINTMENT	10. C	HECK (Å) TYPE	OF REPORT			
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II. DATE REPORT		12. R	EPORTING PER			ي و	)
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A - Adequate	Performance meets all requirements. It is entencedience.	irely sat	tisfuctory and i	s characteri	zed neither b	by deficie	ncy nut
P - Proficient	Performance is more than satisfactory. Desire		• .	duced in a	proficient ma	nn <b>er.</b>	
5 • <u>Strong</u> O • <u>Outstanding</u>	Performance is characterized by exceptional preformance is so exceptional in relation to reathers doing similar work as to warrant special	equireme	nts of the work	rand in com	parison to th	a perform	ance of
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anner in which e ith supervisory r	he most important specific duties performed du mployee performs EACH specific duty. Consid esponsibilities MUST be rated on their ability i	or ONLY	diactiveness	in performa	nce of that d	luty. All	employee
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rmance of speci- rticular limitation	everything about the emplayee which influences fic duties, productivity, conduct on job, coop- ns or talents. Based on your knowledge of em the rating box corresponding to the statement w	erativeno splayae*:	ss, pertinent s overall perfo	personal tra	its or habits ng the rating	, and period,	RATING LETTER
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SECTION C	NARRATIVE COMMENT	S	
overall performance. State sug- on foreign language competence basis for determining future per in the use of personnel, space,	or weaknesses domainstrated in current position gestions made for improvement of work performa , if required for current position. Amplify are sonnel action. <u>Manner of performance of manage</u> equipment and funds, must be commented on, if	nce. Give recommenda iplain ratings given in :	tions for training. Commen Section B to provide best
Section C, attach a separate sh	eet of poper.	•	
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ECTION D	CERTIFICATION AND COMM	NTS	
	BY EMPLOYEE		
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	O C OF THIS REPORT	
PATE	SIGNATURE OF EMPLOYEE		
9 June 1969		David A. Phillip	s
AONTHS EMPLOYEE HAS BEEN	BY SUPERVISOR		
INDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, GIVE EXPLA	NATION
ATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED N	AME AND SIGNATURE
6 June 1969	Deputy Chief, WH Division	/signed/ Joh	n R. Horton
•	BY REVIEWING OFFICIAL		
OMMENTS OF REVIEWING OFFICE	AL :		
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See attache	d.		
	- <u> </u>		
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/signed/ William V. Broe

Chief, WH Division

27 June 1969

## MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. David A. Phillips
1 April 1968 to 31 March 1969

4.

Mr. Phillips continues to head the Division's program against the high-priority Cuban target, although he has also been selected to fill an unusually responsible job overseas in the coming year, both of which jobs testify to the high regard in which he is held by his superiors in the Agency. Mr. Phillips has had the difficult task of presiding over a show which is being cut back, in terms of money and people, and in which task he has played a major role. At the same time as doing a pruning job, he has had to try to maintain a vigorous program and to keep up enthusiasm. His own qualities of personal leadership and of magnetism have done a great deal to keep up enthusiasm among his people. He has a positive attitude toward operations and is determined; his day-to-day concern is for developing new operations, and he has put all of his own notable vigor and drive into operational directions.

Mr. Phillips knows his target and knows Latin America well and he brings a good feel and insight into his work, which is never pedestrian or unimaginative. He speaks well and convincingly and makes a very good impression both within the Agency and outside, where he serves the Agency well in his relations with other government elements. He also writes notably well.

His task this year has not been easy for he has had to deal with an experimental situation, to a considerable extent, with the new Miami station which he is responsible for supporting and guiding. He has had to exercise a good deal of tact and diplomacy in the doing of it and he has done a good job of reconciling often conflicting views. He has shown a good head for costs in all of this.

- 2 -

Mr. Phillips is a notably good supervisor, especially with younger officers, for whom he is an object of admiration and emulation. Mr. Phillips is a fast-moving, energetic person and he has some of the faults that often go with this virtue: he is impatient with details and "paper" with the consequence that if someone else does not do it for him, his work is sometimes marred by inaccuracies and imprecisions.

Without going into it, it should be noted that Mr. Phillips has had a very trying year personally and it is a proof of his strength of character that he has not only come through it but has hardly broken his stride in carrying out a demanding job, or being any less than his usual cheerful and charming self.

His performance has been very Strong.

John R. Horton
Deputy Chief
Western Hemisphere Division

I certify that I have seen this memorandum:

David A. Phillips Date

Comments of Reviewing Official:

I concur in the above rating of Mr. Phillips. Dave Phillips is an operator in the solid professional sense of the word. I have great hopes for the which he takes over early in 1970.

Chief

27 June 1969

Western Hemisphere Division

Date

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	POSITION	<del> </del>	GRADE		AGENCY	
	Chief of Station	*			`	· ¬
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	SIGNATURE OF REVIEWING OFFICER		TITLE			
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		Satisfa	•	1000	•	
11.	Does this officer properly understand and perform			a member of your	staff under exis	ting Presiden-
	tial directives? Tres No (If no	-	ail below.;			
	Has he seen this report? Yes No					<u>-</u>
٦		NARRATIVE CO				
	(Attach additional sheets, if necessary for this se	ection or for revie	wing officer	~ commeu(s.)	•	
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	of I have degree of cooperation which the He has, the nature of his work, coopmaximum coordination of repebblice, kept me appropriate functions, and the material been extremely useful in the Mr. Phillips works quiesituation which might creates	re been implements be to the experated in corting. It ely advise which he e discharge etly and de problems	pressed etween h xtent th n our ef With rar ed on al provide ge of my discreet	and please im and other is possiforts to be exceptionally and is	ed with ther membersible consoring aborders he has relating gular bas:	he rs of sidering ut s, I to his is has any mited
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		OFFICER BEING RATED	POST
-		David A. PHILLIPS	
ı	l	POSITION	GRADE
I		Chief CAS, Chief of Station	
ı		RATING PERIOD	DATE OF REPORT
ı	۱.	7/1/70 - 10/31/70	November 1, 1970
ı	Į	SIGNATURE	TITLE
1		.	
ı	ı	SIGNATURE OF REVIEWING OFFICER	TITLE
I	1		
ŀ	$\dashv$	EVALUATION OF	PERFORMANCE
l	-	Outstanding Satis	
ł.		Does this officer properly understand and perform his role and his	,
ŀ	١.	tial directives?  Yes  No (If no, explain in del	tail below.)
ı	1	Has be seen this report? Tes Sa	1
ŀ	+		
ı	H	NAPRATIVE C (Attach additional sheets, if necessary for this section or for revi	
111		have been outstanding. His relation Because of wide previous experience is helpful to officers in are He appears to manage his personnel we	ory. For some years previous to been acquainted with him, and impression of his qualities. This roved further. He has worked informed of all important devessary with other offices in the and his dedication to the job, s with others are very good. in this hemisphere, he frequently eas outside his own specialization.

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T	OFFICER BEING RATED	POST								
	David A. PHILLIPS									
	POSITION	GRADE	AGENCY							
1	Chief CAS, Chief of Station			•						
1.	RATING PERIOD	DATE OF REPORT		-						
'	January 30 - June 30, 1970	April 24,	1970							
1		IIILE								
ľ										
	SIGNATURE OF	TITLE								
ł										
	EVALUATI	ON OF PERFORMANCE								
ı	Outstanding	Satisfactory []	Unsatisfactory							
·In.		and his functions as a me	nber of your staff under	existing Presiden-						
	tial directives? XYes II No II no, explai	in in detail below.)								
	Has be seen this report? X Yes									
卜		TIVE COMMENTS								
1	(Attach additional sheets, if necessary for this section or			•						
	Phillips has been here too short									
ı	opportunity for us to work toget	ther for me to	be able to di	scuss his						
	performance in detail. I am abl	le to say, howe officers with w	ver, that he	nas .dm.1.ddm.						
		oly, indeed. H								
1	straightforward, intelligent mar									
ı	capable. He has a clear underst	anding of the	appropriate re	ole for						
	himself and his organization wit	:hin	and is work:							
	achieve a genuinely low profile.									
	interest in the best possible re	lations with the	ne rest of the	U.S.						
	Government organization and he k									
111.	such a relationship. He has comdetailed information which he di									
	about, but he has									
l l	about, but he has kept fully informed about all those subjects which were of sufficient interest to him.									
	I see every reason to assume that he will be a positive, constructive									
	and very dependable and reliable	and very dependable and reliable factor in								
1	Mrs. Phillips is an attractive a	nd personable y	oung lady who	has						
	particularly impressed my wife a	nd me with her	accitude and	intellect.						
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	CFFICER BEING RATED  Chief CAS  Day a A. Philips		
	Position Chief	RADE	AGENCY
1.	January 1966 to July 1967	July 15, 196	67
		ITLE	
F	EVALUATION OF PER	· · · · · · · · · · · · · · · · · · ·	
	(X) Outstanding () Satisfacte	ory (Insatisfact	tory
u.	11. Does this officer properly understand and perform his role and his functial directives? [X] Yes [] No (If no, explain in detail		staff under existing Presiden-
	Has he seen this report? X Yes \( \bigcirc \) No		
	NARRATIVE COMM		
	I have been associated with the C at on January 11, 1966, Ina daily touch with him, I believe that I performance.	ismuch as I have k	cept in very close
111-	in his unus added greatly to the dimensions of the	rcumstances. His colutionary situation of a good and some of the research or U.S. component; sual and unprecede work done by the	service at ion marked by part of the highest national ence of the , and of ented role Rated Officer.
	In the aftermath of revolution, he had tasks to perform in connection with the in power of	unusual, delicate e establishment an	e and complicated nd maintenance
	challenging set of requirements. Final has encompassed the transition fro	<u>om</u> /	duty at and the
	gradual firming up of the position and democratically elected administration.	institutions of t	he present
	To this intricate complex of circumhas brought a background knowledge of the		

people as well as a proficiency in Spanish which has enabled him to deal readily and effectively with a heterogeneous range of contacts.

His performance can only be described as outstanding. He has provided a completely professional response to a most difficult and varied challenge. He has mounted an organization and provided a mechanism fully up to the tasks confronting it and the high-level requirements levied upon it. With the advantages afforded by hindsight, I suggest that the success which has been achieved speaks for itself.

It is pertinent to mention that the Rated Officer invariably places business ahead of pleasure and personal interests. He works long and irregular hours and is continuously available in time of need. He has evidenced the highest degree of cooperation with representatives of

His quiet and professional approach inspires their confidence, and on innumerable occasions he has proven that he is an excellent team player who genuinely wants to be of assistance to all members of the official community. The harmonious, close relations among all the intelligence components of the \_\_\_\_\_\_ are due in great part to the tactful, skillful and thoughtful leadership of the Station Chief.

There is probably little need for me to comment upon the Rated Officer's technical achievements at this \_\_\_\_\_\_ Under his guidance, specialized security agencies of the \_\_\_\_\_\_ Government have been brought to a state of high readiness. Penetration of subversive groups has reached impressive proportions. Subversive document seizures have been abundant. Counterespionage work has been impressively successful.

DO

The CAS Station Chief is in/sense a narrow technician or specialist. He keeps his eye on the broad picture, understands what he sees there and intelligently relates it to his own work. He is imaginative in his approach and does not hesitate to suggest innovations of various kinds. To mention only one of these, it was as a result of his initiative that

with a salutary calming effect upon the potential for political violence at the moment.

- 3 -

I wish to make special mention of, first, the scrupulousness with which the Rated Officer has consulted me and kept me informed about his activities, and, second, his strict adherence to the guidance I have given him. At no time have I had any doubts concerning the care and fidelity with which he has followed my instructions.

I have developed the highest personal and professional regard for the Rated Officer. I have valued greatly his advice and his support not only upon matters within his own special field of competence, but also over a considerably broader spectrum of U.S. activities. I could not have asked for a better Chief of Station than the one whom I have had at I very much regret his departure but am comforted by the knowledge that his successor, as his deputy, has been trained by him.

I earnestly hope that these comments of mine -- based on a very close and continuous working relationship -- will be given full consideration and will contribute significantly to his career advancement.

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		* FI	ITNĖS	S RE	PORT			-				
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	OVISIONAL (Se	e Inétruc	tions - 5	ection	(C)	8	ANNLAL		^	E A S	IGNMENT	EMPLOYER
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SECTION B				PER	RFORMAN	CE EV	LUATION					
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W - Market	excellence.			• 1110111		,	indicially and				<b>y</b> (, <b>0</b> 11C).	ancy nor
P - Proficient	Performance i	s more t	han sat	isfact	ory. Desir	ed result	s are being pr	oduced in a	proficie	nt ma	inn <del>of</del> .	
S - Strong	Performance i			. *								
O - Quistanding	"Performance i others doing t							t and in com	pari son	ta th	e perforn	nonce of
7					SPECI	FIC DU	TIES	`				
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	Reviewed L											

FORM 45 USE PREVIOUS EDITIONS

SECRET

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SECTION'C.	HARKATIVE CUMMENTS
Indicate significant st overall performance. S on foreign language ca basis for determining f in the use of personnel Section C, attach a seg	ights or weaknesses demonstrated in current fact juga keeping in proper perspective their relationship to be suggestions made for improvement of mork periodicities. Give recommendations for training. Comment etence, it required to current pastion. Amplify or exploit Certifics given in Section B to provide best represented action. Manner of performance of managerial or suggest years duties and cost consciousness pace, squipment and funds, must be committed on, it applicable. If extra space is needed to complete the sheet of paper.
	8 53 AM '68
	e Rating Officer's last fitness repart on Mr. Phillips dealt
	Rating Officer's last litness repurpon Mr. Phillips dealt
	rminating an outstandingly successful and very complicated
	t as Chief of Station, This report deals
	pletely different situation, i.e. coming into Headquarters as an Operations Group at the time that drastic reduction had
	e the order of the day. The same energy, imagination and
	has characterized Mr. Phillips over the years has
	zed his performance in this difficult task since his
	of the new responsibility. He has been a prime mover in
	to the new (esponsionity. The has been a printe mover in the Headquarters WH/COG component to realistic and
managahl	proportions. By the same token he has been a prime mover,
	oler and sometimes "patron saint" to JMWAVE management
	ive job of bringing JMWAVE down from its ponderous
	to a viable Clandestine Services "instrument" compatible
	ent with the present day needs of Cuban operations. In this
	ir. Phillips' accomplishments have been of the first order.
. ,	
	(See attached sheet)
SECTION D	CERTIFICATION AND COMMENTS
1	BY EMPLOYEE
DATE	I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT  SIGNATURE OF EMPLOYEE
_ 13-MAY 19	- I delive
2.	BY SUPERVISOR
MONTHS EMPLOYEE HAS UNDER MY SUPERVISION	EN IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
32	
DATE	OFFICIAL TITLE OF SUPERVISOR TYPED OF PHATED NAME AND SIGNATURE
	11.71.10
10 May 1968	Deputy Chief, WHD Jacob D. Esterline
k.	GY REVIEWING OFFICIAL
OMMENTS OF REVIEWING	FFICIAL
This is a	ery fine officer with one of the best potentials in WH Division. I
	rater is somewhat carried away in his views. Mr. Phillips'
career ac	ancement has been closely observed in this Division and I do not
believe h	is falling behind in the promotion timetable. It is definitely
	e will be recommended next year (which is within the proper time
frame,) i	his current excellent performance continues.
ATE	OFFICIAL TITLE OF REVIEWING OFFICIAL TYPES OR AMENTED NAME AND SIGNATURE
20 16 1	& Chief WH Division William V. Broe
20 May 1	CHIEF WA DATISANT
	SECRET

Fitness Report - David A. Phillips

SECTION C (Continued)

Most important however, and this is one of Mr. Phillips unique qualities, he has been able to bring about this drastic reduction and at the same time instill enthusiasm in his staff for new approaches to the ever more difficult Cuban target. His own infectious enthusiasm and his fine manner with co-workers and subordinates has made this possible. In short the Rating Officer believes he is the right man at the right time for the job he is in.

Mr. Phillips' relations with the Department of State and other agencies where it really counts are outstandingly good. He has in his short time back re-established his fine relationship with the manager of the Voice of America. This relationship will undoubtedly be of inestimable value in getting WH Division's new radio effort through the 303 Committee and into operation.

It is probably obvious to one reading this fitness report that the Rating Officer is well disposed towards Mr. Phillips. This is quite true. It in no way, however, affects the Rating Officer's opinion that Mr. Phillips is a man of considerable talent who for one reason or another has fallen at least one grade behind in the promotion timetable. The Rating Officer, therefore, trusts that this will be corrected in the near future. Mr. Phillips is a gentleman of breadth, drive, imagination and dedication. The Rating Officer considers Mr. Phillips to be one of the very best of the many fine officers he has known in his career in the Clandestine Services. In some ways he is unique in that he knows the business from the ground up, having started in unofficial cover (several assignments) and now having moved into the managerial area where he can speak with authority based on valid experience.

#### S-E-C-R-E-T

#### TRAINING REPORT

# Chiefs of Station Seminar 120, 1-70 80 hours, full time 6-17 October 1969

Participant : Phillips, David A. Office : WH

Year of Birth: 1922 Service Designation: D

Grade : 16 No. of Students : 8

EOD Date : Apr 155

#### COURSE OBJECTIVES, CONTENT AND METHODS

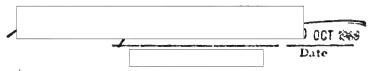
The COS Seminar is aimed to prepare prospective Chiefs and Deputy Chiefs of Station and Chiefs of Base for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad,

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them,

#### ACHIEVEMENT RECORD

This is a certificate of attendance. No further assessment of individual capacity or performance is made in this course.

#### FOR THE DIRECTOR OF TRAINING:



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FITNESS REPORT				-	024345	•••		
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		Phillips	David	· A.		M		
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O - 7		others doing sim	ilar wast as to	warrant special	recognition		Particular to the period	
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SECTION C

SECTION D

HARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position beging in proper perspective their relationship to averall performance. Store suggestions made for improvement of work performance. Give recommendations for training. Comments on foreign language competence, it required for current position. Amplify or explain ratings, given in Section B to provide best basis for determining future personnel action. Mannet of performance of managerial or supervisory duties and cost consciousness in the use of personnel, race, eavisment and funds, must be commented on, it applicable. If extra space is needed to complete Section C, attach a separate sheet a poper.

Mar 8 3 39 PH 167

Mr. Phillips is nearing completion of his tour of duty as Chief of Station, Santo Domingo. During the past several months he has had the difficult task of reorganizing his Station and redirecting its manpower following a major election operation. His task has been made more difficult by a series of almost weekly political or security crises which not only required intensive intelligence coverage but also frequently involved Station assets.

Mr. Phillips has done remarkably well in this difficult regearing process. It has in no way affected the volume or quality of Station reporting which remains very high. His critical analysis and in-depth interpretation of the rapidly changing political scene have been timely and useful.

The Station under his direction has aggressively undertaken the development of new FI and CI assets without losing momentum in existing operations. Also in a relatively short period of time effective security and countersubversion units within the host government internal security apparatus have been established. (Cont<sup>4</sup>d)

CERTIFICATION AND COMMENTS

1. 💮	BY EMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS A, B, A	NO C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
* `20	Subject in the field.	
5 April 1967	Deputy Chief, WHD	Jacob D. Esterline
3.	BY REVIEWING OFFICIAL	
Mr. Phillips, Chief, Cuban new impetus observing his	r with the rating and statements. He is one of the best. He will Operations Group this summer in this difficult denied area propromotional progress and are n accordance with his excellent	Il take over as and we can expect gram. We are carefully making every effort that
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR MENT SO LAME AND SIGNATURE
28 April 1967	Chief, WHD	William V. Broe

# Fitness Report -- David A. Phillips

SECTION C - (Cont'd)

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His relationships with the Ambassador and with representatives of other agencies are excellent and the high regard they accord him are reflected in the great confidence placed in him and his staff.

The overall management of the Station reflects careful consideration of manpower and money commitments. Mr. Phillips has taken the initiative in effecting savings wherever possible. In short he has turned in an aggressively outstanding performance under the most difficult imaginable conditions during the period under review.

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. DATE REPORT	DUE IN	O.P.	_		12. R	PORTING PER	IOD (From-	to-)	
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ovérall perfermance on foreign language basis for determinion on the use of person	t strengths or weaknesses demonstrated in current position b. State suggestions made for improvement of work performs r competence, if required for current position. Amplify or a ing future personnel action. Manner of performance of manag- nnel, space, equipment and funds, must be commented on, in separate sheet of paper.	nce. Give recommendations for training, Comment plain ratings given in Section B to provide bost erial or supervisory duties and cost consciousness
a weal Weste operat it was at a tir after t out inf diplom Govern admini young of experiment	Mr. Phillips brings to this assignment ith of CA experience gained through main Hemisphere and other areas. As a cor he must rank high among all Agency indeed fortunate that his assignment me when a person of his talent was bad he American intervention he has had the ormation in great detail about an entire latically handling the delicate coordinate ment agencies in a crisis and highly existering a rapidly expanding station commen long on initiative and intelligence in the control of the control	ny years of operating in the propagandist and general CA personne. Consequently, came ly needed. Arriving shortly the difficult task of ferreting the ly new government, the constitution with other U.S. motional situation, while imposed in large degree of but somewhat lacking in depth fairly large and vastly
	,	(Continued - See
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SECTION D	CERTIFICATION AND COMM	
1.	BY EMPLOYEE	
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3 May 19		Jacob D. Esterline
3. COMMENTS OF REVIE	BY REVIEWING OFFICIAL	
I Station, comple operati go to M	heartily endorse the rater's comments, under the excellent leadership of Mr. ted a most successful and significantly on. It was a well-done Station operation. Phillips personally.	Phillips, recently important political action
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
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14 June 19	66 Chier, WHD	William V. Broe
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Fitness Report - David A. Phillips

SECTION C - Continued:

Perhaps the outstanding quality which Mr. Phillips has demon-'strated is his ability to "fire up" his people to produce at their maximum capacity. Another outstanding characteristic is his diplomatic manner of dealing with other officials. Of particular note is the fact that Subject's relationship with Ambassador (who, in effect, has been the President's principal representative in are closer and more fruitful than the relationship of the Embassy with Ambassador This has in no way damaged the close relationship Subject has with the Embassy and other government officials. Subject had little managerial experience of the scope required by his present position prior to his arrival in much experience in FI matters. He has adapted readily however, and

Cost consciousness is, of course, a relative thing. Mr. Phillips as a CA operator "thinks big." However, it is clear that he weighs heavily costs against anticipated results and expects to get a dollar return for each one spent. Overall Subject can be described as a very able person. His ability to maintain Station morale at a high level while producing at a very gruelling pace under difficult conditions is in itself an outstandin accomplishment. Mr. Phillips has been recommended for an Agency Award.

he continued to broaden in these respects with the passage of time.

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#### TRAINING REPORT

Chiefs of Station Seminar No. 3 60 hours, half days 19 April - 7 May 1965

Participant : PHILLIPS, David A.

Office

WH

Year of Birth: 1922

Service Designation : -D

No. of Students

15

Grade EOD Date

: April 1955

COURSE OBJECTIVES, CONTENT AND METHODS

: CS-15

The COS Seminar aimed to prepare prospective Chiefs and Deputy Chiefs of Station, Chiefs of Base, and semior Chiefs of Support for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad. Special attention was given to counterinsurgency.

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed, most of them being from within the Agency but several also from outside. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them.

#### ACHIEVEMENT RECORD

This is a certificate of attendance.

Mr. Phillips attended the first half of the seminar being withdrawn at that point due to an operational emergency.

No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:

Acting Chief Instructor

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this evaluation to your supervisor and seni	or officials. Organization policy requires that you inform the subor of the report can help you prepare for a discussion with him of
Intrenging and weaknesses. It is also organ	nightion policy that you show Part lof this remort to the employee exc 0-370. It is recommended that you real the entire form before complet
any mestion. If this is the initial rem	ort on the employee, it must be completed and forwarded to the Office
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consists concerned positive at the consists of the consists concerns positive at the consists of t Oct 2 10 31 AY 56 MAIL ROOM FUTURE PLANS SECTION H. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INCIVIDUAL None at present. 2. NOTE OTHER FACTORS. INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENT As senior KUCAGE officer, better knowledge of Station procedures and practices would be helpful. DESCRIPTION OF INDIVIDUAL DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report. X - HAVE NOT OBSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
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S. CAUTIOUS IN ACTION.	·							x						
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S: ANALYTIC IN HIS THINKING.										x				
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	SECTION V														

A. WHAT ARE HIS OUTSTANDING STRENGTHS!

Professional experience in several media plus field experience with CIA equip him to undertake a variety of assignments with excellent prospects of success; ability to outline own job, and then do it.

. MAT ARE HIS OUTSTANDING WEARNESSEST

none apparent to me

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igh the few characteristile of spice the
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MAIL ROOM
ic habits or characteristics not covered elsewhere in the tion of this person;
TY ROTE
in the most appropriate box under subsections A.B.C.AD  G. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the agency.
1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.  2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY IRRED BY RESTRICTIONS REGARD, AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING DETTER.  3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY BOTHERED BY MINOR FRUSTRATIONS WILL QUIT IF THESE CONTINUE.  4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT HAS "MAIT AND SEE" ATTITUDE MOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.  5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD AGENCY MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR AGENCY THIRES IN TERMS OF A CA. RILM IN THE AGENCY.  6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY BARRING AN UNIXPECTED OUTSIDE OPPOR- TUNITY, WILL PROBABLY ENCEANOR TO MAKE A CAREER IN THE ACENCY.  7. HAS AN ENTHUSISTIC ATTITUDE TOWARD THE AGENCY WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY.
D. DIRECTIONS: Consider everything you know about this person is making your ratingshill in job duties, conduct on the job, personal characteristics of habits, and special defects or fatents.  1. Definitely unsuitable - he should be separated.  2. Of Doubtful suitability would not have accepted him if i had known what i now now.  3. A barful acceptable employee Definitely below average but with no merknesses sufficiently outstanding to marrant. His separation.  4. A typical employee he displays the same suitability as most of the people I know in the agency.  5. A fire employee - has some outstanding strengths.  2. A nunusually strong person in terms of the requirements of the agency.  7. Excelled by only a few in suitability for work in the agency.

Jule K

MEMURANDUM FOR TO ACTION

ATTEL TION

: Training Officer

SUBJECT

Attendance at PPS In-Service-Training Series 10 Sammary to 20 March 1956

RÉSPRIENCE

\* Newspranture for Chiefs, Santar Staffs and Area Pivisions, and Chief, 10 Division from CPP, subject: "Deminar on Preparation and Processing of FP,TM Projects" dated 19 December 1955.

attended the lectures in the subject varies which follows from 1000 to Edge hours, 1956, waring build gender, instruction in "Preparation and Cristian of 1972N Projects" was given as follows:

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### TRAINING EVALUATION

### READING IMPROVESCENT COURSE # 26

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Date of Birth   30			Offico	•
31 October 1922 1 Ap	r11 1955	09-74	100/22	
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### PP Officer

# SECTION II: OBJECTIVES OF THE COURSE

The Bending Improvement Course is designed to increase the reading officiency of agency employees by developing their speed and level of comprehension through (1) excending the range of reading techniques, (2) adjusting rate of reading to comprehension requirements and (3) improving percentual habits.

### SECTION III: STECIFIC CH. R. CT. RISTICS OF TH : COURSE

The course consists of 30 class hours, one hour a day, 5 days a walk. 9 hours are devoted to lectures and practice exercises, 12 hours to paced to ding practice and 9 hours to specific perception techniques

Lech student's reading skills are analyzed at the beginning of the course and the student then concentrates on the development of those skills in which he is deficient or those which are most frequently dominded by the nature of his office reading.

### SECTION IV: NETTED OF EVALUATION

Student echi vement is accesured by an initial and final test bettery and cless exercises. Two sets of norms have been developed on the test bettery. Groun I represents the scores of 400 agency employees, 84% of whem hid four or more years of college. Groun II represents the scores of 94 agency employees with two years or less of college training. Section V contains a description of the tests and exercises. Section VI indicates the student's skill level and Section VII includes the student's ever-all achievement and the instructor's comments.

## TEST DESCRIPTION

READING COLTRENT SION TESTS: Heasure speed and accuracy of basic comprehension stills. Complete and objective understanding, analysis, and interpretation are required in these tests.

2. EXTLISIVE (informational) RLDEG TSTS: casure the

degree of proficiency in the ablication of extensive realing skills to acquire broader frames of reference.

3. LTLISIVE (technical) RADI C TESTS: Monsure the ability

to acquire the basic knowledge of a new subject.

4. SChaffed T.STS: Ressure efficiency in the andlication of scraning kills for the selection of information, for identification of the main idea, and for organization.

### SECTION VI: REPORT OF SKILL L.V.A.

This studentis being command with the following nort group: Oroup I - Four or more yours of college

Group II - Two or less years of college

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Extensivo Techniques						
Intensive Techniques		:	:		· · · · · · · · · · · · · · · · · · ·	
Seconding Techniques		:				
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### SECTION VII: OVER-ALL ACKILIVE LET

In consideration of all factors observed during the course and taking into account this student's concrience, prefession, age and education, an "A" in one of the boxes shows the student's gyer-all achiav ment in the course.

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FOR THE DIRECTOR OF TRAININGS

SECRET

Chief Instructor

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sindard Firm No. 86 Van dry 196\*

# DESIGNATION OF BENEFICIARY FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT

Read instructions on back of duplicate before filling in this form

INFORMATION CONCERNING THE IN	שַׁטַתְּבּט:					<u> </u>
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Central Intelligence Agency				[ang]	ley. Va.	
(Department or agency)	(Bureau)	, (Divis	ion I			te, and ZIP Code)
I, the individual identified above, canceli Group Life Insurance Program heretofore ma any amount of LIFE INSURANCE and ACC that this Designation of Beneficiary will rem canceled by me in writing, or until such time a	ide by me, do n CHPENTAL D igin in full for	ow designate the b EATH INSURAN ree and effect, with	eneficiary or b CE due and p respect to an	eneficiar ayable d y amout	ies named It my deat It payable	below to receive h. I understand , unless or until
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# FILE COPY OF STANDARD FORM 56 "AGENCY CERTIFICATION OF INSURANCE STATUS— FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,
Office of Personnel (x3257).

# ELECTIC: DECLINATION OR WAIVER OF LIFE MISSTANCE COVERAGE ...

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

# TO COMPLETE THIS FORM-

### FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
   Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach.

REME (fast)	(first)	(₹ ₹\$*e)	CATE OF BIRTH (month, day, year) SOCIAL SECURITY NUMBER
Phillips	# David	Atles	October 31 1922
ENFLOTING DEPARTME	YT OR AGENCY		LOCATION (C ty, State, 217 Code)
If "YES," your last such	form remains in effect	and you should not to	AIVER OF L1-은 IN-URMICE COVERAGE (기 전 기업 개설 시설 e this,new torm unless you want to change the cid one, (See Instructions fo
Employees on page 4)	Mat to be by	<u> </u>	ery, but I cannot reserver positively.
MARK AN "Y" IN	ONE OF THE E	OXES 351 OW 1	do NOT mark more than one):
Mark here	4		AL (IN ADDITION TO REGULAR) INSURANCE Stignal optional insurance and authorize the required deducti
WANT EOTH optional and	from	me salary, comine	nsation, or annuity to pay the full cast of the optional insurar is in addition to my regular insurance.
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Mark here	DECL	INATION OF OPT	ONAL (BUT NOT REGULAR) INSURANCE
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OFTIONAL but	at the	e time I apply for	it I am under alig 50 and present satisfactory medical evider
do want regular		d additional options	and also that my regular insurance is not affected by this deci- il insurance.
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YOUR EMPLOYING			(official receiving data stamp)

ORIGINAL COPY-Retain in Official Personnel Folder

20 March 1970

STANDARD FORM No. 176 AT NIL 1968 FPM Supplement 870-1 170-102

Personnel Officer

See Table of Effective Cates on back of Original

# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

# TO COMPLETE THIS FORM

### FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
  Fill in BOTH COPIES of the form. Type or use ink.
- . Do not detach any part.

_	NAME (last)	(first)	(middle) 024345	CATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
	Phillips	David A	tlee	31 Oct 1922	!
	EMPLOYING DEPARTME	NT OR AGENCY		LOCATION (City, State, ZIP Code)	
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L		
3	MARK AN "X" IN ONE OF  Mark here if you WANT BOTH optional and regular insurance  (A)	THE BOXES BELOW (do NOT mark more than one):  ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE  I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my ragular insurance.
, in	Mark here if you DO NOT WANT OPTIONAL but do want regular insurance  (B)	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE  I decline the \$10,000 additional optional insurance. I understand that I cannot elect to tional insurance until at least I year after the effective date of this declination and universal at the time I apply for it I am under age 50 and present satisfactory medical expects of insurability. I understand also that my regular insurance is not affected by this defination of additional optional insurance.
	Mark here if you WANT NEITHER regular nor optional insurance  (C)	WAIVER OF LIFE INSURANCE COVERAGE  I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular is surance until at least I year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of example I understand also that I cannot now or later have the \$10,000 addresses optional insurance unless I have the regular insurance.

SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	FOR EMPLOYING OFFICE USE ONLY (official receiving date stamp)
SIGNATURE (do not print)  DATE	Barnes 2 81 837
13 February 1968	See Table of Effective Dates on back of Original

ORIGINAL COPY-Retain in Official Personnel Folder

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The Honor and Merit Awards Board having o	onsidere	d a re	commendatio	a the	t:
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024345 PHILLIPS, David A.			1922	M.	Staff
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Mr. David A. Phillips is Intelligence Medal in recognit the Central Intelligence Agency out his career Mr. Phillips has positions in Headquarters and cas Chief of Station. In each iments were marked by his broad and imagination. His most recedivision is further evidence of Mr. Phillips' efforts during his tribution to the mission of the on him and the Federal service.	ion of y for m s held oversea kinstance area kinstance is carea kins carea ki	his of the control of	utstanding han 22 year ies of hig cluding for superior dge, initint as Chie ional capanstitute a	rs. hly ur a acco ativ f of bili maj	Through- important issignments implish- e, drive a major ty. or con-
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His excellent command of both Spanish and Portuguese has enhanced each of his assignments in Latin America. A true DDOer, fifteen years of this glorious and active career were spent overseas. His outstanding dedication and devotion to the cause of freedom won for him in 1956, the Intelligence Medal of Merit. His file is replete with letters of commendation and appreciation from the DCI. DDCI, the former Ambassadors,

and military commanders, all of whom recognized the uniqueness of his outstanding service. Mr. Phillips has been highly effective as a senior member of the Latin American Division which has been under his immediate command since 1973. An excerpt from a late fitness report nicely characterizes the caliber of his work. "It is as a senior operations officer that Mr. Phillips has had the greatest experience, and it is not surprising that he has made an excellent input into the improvement of operational matters throughout the many areas of this hemisphere for which he is responsible." Mr. Phillips will be remembered for his initiative, drive and imagination, and for the excellence of his representational responsibilities which in large part is attributable to his native charm, area knowledgeability and superb language skills. He will be remembered for his intent capability and desire to fulfill the needs of the Organization. It is fitting and proper that upon his retirement, Mr. Phillips be recognized with the award of the Distinguished Intelligence Medal.

5 JUN 1974

Dear Dave,

You have just finished an important albeit grueling GS-16 Evaluation Exercise at my direction. The recommendations for promotion and executive development you gave me were a major factor in my recommendations to the Director for the upward movement of officers who will be the top management cadre of the Directorate in the near future.

I believe you will find that the last several weeks will have sharpened your focus on one of our most important management responsibilities, our personnel. Many thanks for a job well done.

Bill

William E. Nelson Deputy Director for Operations

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### SERVICE ABROAD AGREEMENT :

### I. GENERAL

IT IS UNDERSTOOD THAT YOU AGREE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BELOW AND THAT THE GOVERNMENT IS OBLIGATED TO RETURN YOU, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SATISFACTORY COMPLETION OF THIS PERIOD. YOUR ALLOWABLE EXPENSES WILL BE DETERMINED IN ACCORDANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR PERMANENT ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE IZ MONTHS OF CREDITABLE SERVICE FOLLOWING. THE DATE OF YOUR ARRIVAL ABROAD, YOU WILL BE REQUIRED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE TRAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR HOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD YOUR HILL NOT BE ENTITLED TO THE RETURN TRAVEL AND TRANSPORTATION OF YOURSELF, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE UNITED STATES. IF, HOWEVER, AGENCY OFFICIALS DETERMINE THAT YOUR EARLY DEPARTURE PIS NECESSARY FOR OFFICIAL REASONS, OR FOR PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT; THEY MAY WAIVE THE RIMBURSEMENT OF EXPENSES ALREADY INCURRED, OR AUTHORIZE YOUR RETURN TRAVEL AND TRANSPORTATION, WHICHEVER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS SOON AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVICED YOU HAVE SERVED AT LEAST 18 MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGENT UPON YOUR WILLINGNESS TO RETURN, AND CONTEMPLATION BY AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT, IN THE UNITED STATES.

YOU ARE ADVISED THAT ANY MON'ES DUE YOU FROM THE GOVERNMENT MAY BE APPLIED IN LIQUIDATION OF ANY INCESTEDENCES ARISING FROM VIOLATION OF THIS AGREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE IN APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

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Henry L Bertheld, C/WH/Pers	DIRECTOR OF PERSONNEL						
III. PERMANENT PL	ACE OF RESIDENCE	· ·					
3. YOUR "PERMANENT PLACE OF RESIDENCE" IS A PLACE TO BE AUTHORIZED IN CERTAIN CIRCUMSTANCES PURSUANT TO HR PERSONNEL FOLDER.	22. ITS DESIGNATION WILL B	BE KEPT IN YOUR OFFICIAL					
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Chief, WED

Chief, WED

Chief of Station, Santo Domingo

Specific - Performance of TDY Personnel During Recent DR Crisis

- As Headquarters is well aware, a constant flow of TDY personnel was, provided the Station by Headquarters during the crisis period of the recent revolution. Obviously, the Station rould have found it most difficult, if not impossible, to perform in the fashion it did without this assistance. What deserves special comment, however, is the generally high quality of their performance under quite demanding, fluid, and, often, dangerous conditions. With few exceptions, alweady known to Headquarters, the TDY personnel did a magnificent job both collectively and as individuals. Considering the grade and experience of most of these officers, it can probably be assumed that this was to be expected. But, what clearly was not predictable was their willingness to accept any type of assignment regardless of grade or circumstances, their quick adaptability and initiative in an unfamiliar and confused situation, and their stamina under the stress of long and irregular work days seven days a week. Furthermore, in spite of the close working quarters, constant association, and strain inherent in this type of situation, "personality clashes" or other signs of incompatability were very few indeed.
- 2. Undoubtedly, Headquarters has sensed the foregoing from returnees. The purpose of sending this dispatch is to make it a matter of record and to suggest to Headquarters that their standard of performance under these conditions may remit consideration of some special recognition in the personnel files of the personnel concerned.

Continued ...

Distribution: 3 - WHD

Attachment:
As stated - h/w -

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	CI CIS FEIENNCE TO	DISPATCH SYMPOL AND NUMBER	DATE .
	•	HDCT-1221	17 July 1965
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3. Without detructing one whit from the p	eriormance of
any of the other officers on TDY assignment, th	
would like to single out and	
as deserving special comment. Their performance	e has been .
exceptional. A special note is attached for	
Therefore, it is recommended that the attached	memoranda be
inserted into each of their personner files.	* ,

- 4. Also, the COS would like to register the fact that the foregoing not only speaks highly of the TDY personnel assigned, but Readquarters as well in providing this type of support.
- 5. As a final comment, Headquarters may care to check this memorandum with the COS for a good part of this period, to obtain any special comments he might wish to make in this regard -- either with respect to content or individuals whom he considered exceptional and who are not known to the present COS.

David Phillips

S-E-C-R-E-T

17 July 1965

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MEMORANDUM FO	OR THE RECORD		
SUBJECT:		TDY in Santo Domingo	\$

- 1. was assigned to Station Santo Domingo on a TDY basis for the period 2 June to 16 July 1965. During this assignment, was placed in charge of the Station C. F. program with special emphasis on exploiting targets of opportunity in the very fluid crisis situation then prevalent and, simultaneously, generating new assets and new approaches to lay the groundwork for the altered situation which would be confronting the Station in the post-crisis era. In addition to supervising the C.A. program, he handled a number of existing agents, developed some new assets, and conducted numerous special C.A. operations, including some quite effective black activities. On this assignment, worked some fourteen to sixteen hours a day throughout the entire period.
- 2. The undersigned is aware that CAR would expect a quite professional and dedicated performance from an officer of seniority, experience, and caliber; however, even taking this into consideration, his performance in every respect was exceptional, and should merit special recognition.
- 3. It is recommended that a copy of this memorandum be placed in personnel folder.

man Egine Thelico

S-E-C-R-E-1

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6 AUE 1969

MEMORANDUM	FOR: Director of Central Intelligence
THROUGH	: Deputy Director for Plans
SUBJECT	: Appointment of Mr. David A. Phillips as Chief of Station,
as Chief of Static 15 January 1970 i Mr. Robert D. G.  2. Mr. P since 1951 initial most recently as is fluent in the Sp of full-time Portuture. A biograph	s recommended. Mr. Phillips would replace

William V. Broe
Chief
Western Hemisphere Division

Attachment
Biographic Profile (Parts 1 and 2)

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SUBJECT: Appointment of Mr. David A. Station,	Phillips as Chief of
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Totharam	20 left 69
Deputy Director for Plans	Date
The recommendation in paragraph one is A	APPROVED:
Muadhem	1 801 1.9
Director of Central Intelligence	Date

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# DESIGNATION OF BENEFICIARY

UNPAID COMPENSATION OF DECEASED CIVILIAN EMPLOYEE IMPORTANT
Read instructions

Read instructions on back of duplicate before filling in this form

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DISPATCH SECRET MARKED FOR INDEXING Chief, Western Hemisphere Division NO INDÉXING REQUIRED ONLY QUALIFIED DESK FROM Chief of Station, Santo Domingo MICROFILM SUBJECT Letter of Appreciation from General Bruce Palmer, Jr. ACTION REQUIRED - REFERENCES Action: See para two 1. Attached find an original and two copies of a letter of appreciation from Gen. Bruce Palmer, until 18 January, Commander of USFORDOMREP. 2. It is requested that the original be placed in the personnel file of Michael C. CHOADEN. The first copy, marked "A" should be placed in the personnel file of Stewart R. PATAKER. The second copy, marked "B", should be passed, to Franklyn D. MALLEK for his information and disposition. James & Alderson Michael C. CHOADEN Attachment: Letter Distribution: 3 - Chief, WHD w/att h/w CROSS REFERENCE TO DISPATCH SYMBOL AND NUMBER DATE **HDCT 1359** 18 January 1966 CLASSIFICATION HOS FILE MUMBER

SECRET

HEADQUARTERS UNITED STATES FORCES APO New York 09178 17 January 1966 SUBJECT: Letter of Appreciation The Honorable W. Tapley Bennett THRU: American Ambassador Santo Domingo, Dominican Republic TO: DAVID A PHILLIPS 1. I wish to express my sincere appreciation for the outstanding contributions you and your staff have made in the accomplishment of USFORDOMREP Intelligence missions from 1 May 1965 through 17 January 1966. The first intelligence contact upon our arrival at on I May was a representative from your

2. My has frequently mentioned the close association and coordination he has had with you and the members of your organization and repeatedly expressed the high esteem and respect he has for the professionalism and competence displayed by you and your subordinates.

3. The intelligence unity of effort in the Dominican Republic has been exemplary and a prototype for future operations. This cohesive atmosphere is directly attributable to your efforts.

17 January 1966

SUBJECT: Letter of Appreciation

4. Again I wish to express my appreciation and congratulations on a job well done.

BRUCE PALMER, JR. Lieutenant General, USA Commander

PHILLIPS , DAVID X.	EMPLOT	PEE SERIAL NO. CO	CUG	OPLETRO B	NO NO	TEL	ephone ext.	SEC.	
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CONFIDENTIAL (When Filled In)

# MEMORANDUM OFUNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Day Cher

DAVID A. HHILLIPS

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30381.3443

29 June 1961

#### MEMORANDUM FOR THE RECORD

SUBJECT: David A. Pnillips

On 14 June 1961 the undersigned reviewed with Mr. David A. Phillips his career development prospects for the next five year period. We agreed that the following represented a desirable and fairly tirm goal in this respect:

a. In general his future training and iteld experience should place sufficient stress on the GI and FI fields to avoid the career confinement of strict CA specialization.

b. His next assignment would be a normal field four in Mexico City. Upon return from that assignment, he would receive up to six months training to be followed by an assignment to the CA Staff (or the organizational successor thereof). One of his primary undertakings in the CA staff would be to develop what might best be termed "ideological warfare" (e.g., a search for basic ideas and concepts with wide appeal) as opposed to the normal propaganda approach (e.g., a running debate on current events).

RICHARD M. BIJSELL, Jr.

Deputy Director (Flans)

cc: 'ASJA (Pérs)
Attn Panel A
Mr. Faillips
Thru C/WH
OP/RSD

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# CONFIDENTIAL

(When Filled in)

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# SECRET

Supplement to Staff Employee Personnel Action for Effective 23 August 1961 The purpose of this memorandum is to call your attention to existing policies which are particularly material to you while you are and to set forth certain rights and obligations which are incident to your status . It is hereby agreed and understood that: As an employee of this organization, at the present grade and salary of as the per annum. you will accept cover employment with (hereinafter referred to as "your cover facility") effective as of 23 August 1961 You will, insofar as consistent with your basic responsibility to this organization, abide by all the rules, regulations, practices and policies of your cover facility, in order to appear as a conventional member of that establishment. Your to your cover facility is being per annum. effected at and salary of You are prohibited, except as specifically authorized herein, from retaining emoluments paid by your cover facility. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of twenty-four months from the date of your arrival at your overseas Your assignment may be terminated earlier for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour of your cover facility. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your overseas not be entitled to return travel or transportation for yourself or your dependents to the United States at Covernment expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas you will be required to reimburse the Covernment for all of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas

# SECRET

- 3. Travel to your overseas and your return travel to the United States, as well as travel performed overseas which is consistent with your cover designation, will normally be at the direction of your cover facility. Such travel will be accomplished in conformance with applicable regulations of your cover facility except when you are directed for operational reasons to perform travel in accordance with the regulations of this organization.
- 4. Salary and (except as provided in paragraph three (3) above) allowances paid by your cover facility shall be retained by you to the extent that they are less than or equal to the salary and allowance payments due on the basis of your grade level with this organization. If such cover payments are less than the amount due, the difference will be credited to your payroll account with this organization. If such cover payments exceed the amount due, the overage will be remitted to this organization at designated intervals, presently Computations hereunder will be made on the basis of the aggregate gross due and received provided, however, that in computing remittances for overage Federal and, if applicable, District of Columbia income taxes withheld by your cover facility against the overage may be deducted. To assure timely accuracy in your payroll account with this organization you are expected to immediately report cover facility payroll changes.
- 5. Your status as an employee of this organization will continue in full force and effect during your period of duty with your cover facility and you will continue to be entitled to all rights, benefits and emoluments of such status. Certain variations in procedure will be required, however, to preserve the security of your cover position.
  - a. Upon into your cover facility, you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and at your personal expense you will be subject to payroll deductions for retirement purposes (now six and one-half per cent) on the basis of your cover salary or your salary from this organization, whichever is the greater.
  - b. If you receive taxable income from both your cover facility and this organization, necessary adjustments for Federal, and if applicable, District of Columbia income tax purposes will be made in conformance with instructions received from this organization.
  - c. Consistent with your cover activity, you will continue to be responsible for compliance with the rules and regulations of this organization.
  - d. You are not assured upon the completion of your period of duty with your cover facility of any status with your cover based on your services performed with that organization at the request of this organization.

e. All annual and sick leave which is accrued to your credit at the time of integration will be transferred to your cover facility. While integrated you will be permitted annual leave, sick leave, home leave, and leave without pay in accordance with the regulations of your cover facility in lieu of the leave benefits of this organization. Upon completion of your your accrued annual and sick leave will be transferred to your credit with this organization. If security conditions require that your cover facility make a lumpsum payment for accrued annual leave, you will be required to pay the gross amount thereof to this organization including any income taxes withheld by your cover facility.

6. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws art regulations. The termination of your employment with this organization will not release you from the obligation of any security oath you may be required to take.

	UNITED STATES GOVERNMENT
<b>:</b> .	
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SACRAT

11 January 1961

To : Mrector of Personnel

FROM: Chief, HD

SUBJECT: - Additional Commensation in Lieu of Overtime shyment

PEF: Femo dated 11 Jenuary 1971 from SSA/DDS to DD/S, approved by DD/S. Subject: "Employee Benefits for JPATH Personnel"; and hero dated 22 December 1960 from ADD(P) to Deputy Mirector (Plans), Subject: "Employee Penefits for Personnel Assigned to JPATH".

In accordance with referenced meroranda, it is requested that the reasonnel listed below be authorized to receive additional commensation effective 8 January 1961, at the rate of 15% of their respective rates of basic annual commensation (but not to exceed the maximum rate for a Minimum US-9) in lieu of payment of the regular overtime rates for irregular, unscheduled and frequent overtime.

<u> 242</u>	mipioyer Serial No.	TITLE	SALACY
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- MHabBod, Robert A.	<b>50</b> 9360	Or. Officet	12,990_
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FHILLIS, David A.	.654-500	UPS officer	12,7:0
MA.CLI, Louis F.	012416	OrS Officer .	12,210
YUZ: Ur. Walter P.	064733	OPS Officer	12,730
PET AS. John D.	5/093	OPS Officer	11,675
VAREAR, Thomas D.	59794	Instructor (CPS)	9.9 <b>55</b>
HICKS, Calvin W.	56361	Querrilla Warfare Officer	9.475
RITZY, James	50471	OPS Officer	მ, ინ0
"ILEO, Anthony L.	559127	OPS Officer	7,330
	50218	Instructor (OPS)	8,955
VETDALL, Sidney S.	059517	OFS Officer	11,155
RRYNGLUS, Robert	55407	OPS Officer	12,470
SPACES, Srnest W.	52285	Instructor (OFS)	12,470
BPCM', Pravel S.	61901	OP. Officer	c.475
GARTWRIGHT, Cecil J.	57840	OFS Officer	9,215
CHELLIFO, Semuel J.	55622	ADL Officer	7.820
10RALSS, David S.	63385	UPS Officer	12,210
RENT, William t.	559193	CrS Officer	9,215

All the above employees are on Allotment #535-5000-3021.

iter, WHD

ALETT J. ECHOLS

ę.,

1183

STANDARD FORM 61 MEVISED JUNE 1957 L CIVIL SERVICE COMMISS

### APPOINTMENT AFFIDAVITS

IMPORTANT:—Before	swearing to these	appointment	affidavits,	you should	read and	understand
÷ .	the attache	d information	for appoin	tée	,,	

	CENTRAL INTELLIGENCE	AGENCY	WASHINGTON, D.C.
	(Department or agency)	(Burren or division)	(Flore of employment)
I.	DAVID ATLES PHILLIPS	·	, do solemnly swear (or affirm) that-
A.	OATH OF OFFICE	***	

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

#### B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I knowingly a member of any organization that advocates the overthrow of the constitutional form of the Government of the United States, or which seeks by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) that I will not so advocate, nor will I knowingly become a member of such organization during the period that I am an employee of the Federal Government or any agency thereof.

### C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof. I do not and will not assert the right to strike against the Government of the United States or any agency thereof while an employee of the Government of the United States or any agency thereof. I do further swear (or affirm) that I am not knowingly a member of an organization of Government employees that asserts the right to strike against the Government of the United States or any agency thereof and I will not, while an employee of the Government of the United States or any agency thereof, knowingly become a member of such an organization.

#### D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing such appointment.

#### E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and

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,	(Date of entrance on duty)	(Signatury of appoin	toe)
Subsc	cribed and sworn before me this 11.th	day of	A. D. 19.60
at	WASHINGTON, D.C.		21
1 .	(City)	1 (State)	)
	[SEAL]	There Capent	
:- :-		PERSONNEL CLERK	-
NOTE	.—The oath of office must be administered by	(Title) a person specified in \$ U.S.C. 18, or by	a person designated to

administer oaths under Section 206, Act of June 26, 1943, 5 7, S. C. 16a. If by a Notary Public, the date of expiration of his commission should be shown.

## DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Admitted unfavorable information about such matters as arrests or discharges will be considered together with the favorable information in your record in determining your present fitness for Federal employment. However, a false statement or dishonest answer to any question may be grounds for dismissal after appointment and is punishable by law.

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3 (A) IN CASE OF EMERGENCY, PLEASE NOTIFY	(B) RELATIONSHIP	(c) STRE	LT AND NUMBER CITY AND STATE	. (0) TEL	LEPHONE NO.
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INSTRUCTIONS TO APPOINTING OFFICER.—You must determine that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress pertaining to appointment. This form should be checked for holding of office, pension, any record of recent discharge or arrest, age, citizenslip, and members of family. Also, to establish the identity of the appointee, you should particularly check (1) his agnature and handwriting against the application and 'or other pertinent papers and (2) his physical appearance against the medical certificate.

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U.S. CONTRINUEST PRINTING OFFICE 1985 O. \$344/53

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4804 WASHOURD, FORT			
2:	MARITAL STATUS		
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3.	MEMBERS OF FAMILY	<del></del>	<del></del>
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NAME OF SPOUSE		The second secon	TELEPHONE NUMBER
HELEN H. PHILLIPS	ALBAN TOWERS TIME A	uce are, washing	L COD WITH & THES
NAMES OF CHILDREN	ADDRESS	•	SEX . AGE
MARIA LOJKE PHILLIBS		• •	E 18
DAULD A PHILLIPSITE.	1. 2. 11.		14-
ATLES YOU'VE SHILLIP!	,, ,,		F 7
CHAICTENIER WALLE PAILLIP.			M 3
NAME OF FATHER (Or male quardian)	ADDRESS		TELEPHONE NUMBER
		-	
ERUS UT. FUILLIFY (OF CEACED) NAME OF MOTHER (OF Topale guardian)	bx.		UA
	ADDRESS		FELEPHONE NUMBER
MARY LOUISE PHILLIPS (OFFERSE)	NA		LA
WHAT MEMBER(S) OF YOUR FAMILY HAS BEEN TOL	D OF YOUR AFFILIATION WITH THE	AGENCY FOR EMERGENCY	PURPOSEST
WIFE, AND BROTHER (ESWIN	TEHILLON TO MANGE	WACKROOM F	URT (WELTH TY
A. PERSON TO	BE NOTIFIED IN CASE OF EME	GENCY	
NAME (MT. Mrs. Mess) (Last-Pirst-Middle	DE HOTTITES IN CASE OF CINE	RELATIO	
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PHILLER HELEN THE HOME ADDRESS (No., Steert, City, Zone, Ste	LONEUR C	(2)	<i>(-t.</i>
HOME ADDRESS (No., Street, City, Zone, Sta	(10)		EPHONE NUMBER
3500 MASC, AUG (RLBA	12 TOWERE		-6400
BUSINESS ADDRESS (No., Street, City, Lone,	State) AND NAME OF EMPLOYER.	IF APPLICABLE BUSINESS	TELEPHONE & EXTENSION
Nove		i N	7 NC
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	ook nacht arrigination		•
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DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN	DESIGNATED AS YOUR EMERGENCY	ADDRESSEE?	
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5.	VOLUNTARY ENTRIES		
NDICATE ANY BANKING INSTITUTIONS BITH WHIC	N YOU HAVE ACCOUNTS		
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SUBJECT

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Credit Rofigrance

I. You are advised that the perition for which you have been hired is of a sermitive nature and that 10% ME ME TO IDENTIFY YOURGELF WITH THIS ACCOUNT FIL credit rob rines or for any other p.r.poila.

). It. You are to dispregize this parties of the Morday compling Parsonnal ESD Orientation and the Meaday norming Security Tatreduction (which you will receive during your second or Wird work with the Agency) which enthorisms deriain unomonical to icondity the modern with which agorer, when accountry, for credit, rented expressions, ami Mko purposao.

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Director of Personnel.

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# SECRET

### STAFF AGENT LETTER OF APPOINTMENT

Ar. Horad Phillys
Philips
1. Pursuant to the authority vested in me by section 5.2 of the confidential Fund Regulations, you are hereby appointed a Staff Agent of the lovernment at an initial salary of \$10, 320, grade GS-14, effective as of FFR ? 1956
2. As a Staff Agent of the Government, you are an appointed employed the Government and as such are entitled to all the emoluments of, and ubject to the restrictions of, that status. As a Staff Agent, you will under-
3. As an appointed employee of the Government, you are required to take certain contributions to the Civil Service Retirement Fund. In the even
4. (a) In addition to your basic salary, you will be entitled to any
est differential, living-quarters allowances, cost-of-living allowances except post allowance), or other allowances that are granted Government inployees stationed at the same abroad. You will count for such allowances in compliance with applicable Government gulations.
(b) In addition to the above payments, effective upon the arrival you and your dependents at your initial permanent overseas u will be entitled to an equalization allowance calculated at the rate of ,670 per annum. This allowance is in lieu of any present or future andardized post allowance established for your initial permanent overseas, but is subject to the entitlement provisions applicable to andardized allowances. It is understood and agreed that this allowance predicated upon the comparative cost of living between Washington, D. C., d your overseas family status and basic mpensation. Consequently, this allowance may be unilaterally adjusted discontinued by the Government whenever warranted by a change in any of see factors. No accounting will be required for this allowance.

•	
5. You will including travel a	be advanced or reimbursed funds for necessary expenses nd operational expenses which are authorized by the Govern-
ment	Accountings for such expenses will be in compliance
with applicable Go	vernment regulations unless such accounting is inconsistent.
	The state of the s
employee of the G salary, allowance appointed position	specifically understood and agreed that as an appointed overnment you are entitled to receive and retain only the s. and other benefits which are commensurate with your and salary grade except as provided in paragraph five (5) phs six (6), (b) and (c), below.
	understood and agreed that any fees derived from the
	) lectures on your current lecture tour will not be subject
	sions of this agreement. It is further understood and agreed,
	lectures will be made by you while on annual leave and that
	responsible for all expenses incidental thereto. Subsequent
	of said three (3) lectures, the income derived from any
	will be presumed to be
•	therefore, be subject to offset unless specifically excluded
by an amendment h	lereto.
	understood and agreed that should a specific manuscript,
	s set forth in your operational letter of instructions, be
	our tour of duty hereunder, the income derived therefrom
	to offset as said manuscript was completed in its entirety
prior to your appoi	intment as a Staff Agent.
	restood and agreed that your overseas assignment is to be
	two (2) years from the date of your arrival at your overseas
	s such assignment shall be sooner terminated by the Govern-
ment for its conver	nience. If, in violation of this letter, you terminate your
overseas assignme	nt for your convenience at any time prior to the expiration
of two (2) years ire	on the date of your arrival at your overseas
	titled to return travel or transportation for yourself or your
dependents from au	
violation of this let	ter. you terminate your overseas assignment for your
	the expiration of one (1) year from the date of your arrival
at your overseas	you shall reimburse the Government for all its
expenses for your t	travel and transportation, and that of your dependents, from
ma continental Unit	ted States to such overseas
8. It is expr	essly understood and agreed that any and all documents which
rqxe et it ev	the course of such are subordinate to
this letter and some	contradiction in terms which .nay in any way appear to
amplify extend or	restrict your rights and/or obligations hereunder shall be
	ther which shall always he do ninants.

SECT.

9. Upon termination you will revert to normal staff employee status, unless for good and sufficient cause, such as misconduct or demonstrated incompetence, exch expansion would be opposed to the best interest of the Government.

- you assume the custody of Government funds or take title of record to, property of any nature whatsoever situate which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by the Government to evidence this relationship.
- 11. Instructions received by you from the Government in brisfing or training are a part of this letter and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 12. You will be required to keep forever secret this letter and all information which you may obtain by reason hereof (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.

UNITED STATES GOVERNMENT

Office of Personnel

ACCEPTED:

Hadro Philips

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# CERTIFICATE OF ATTENDANCE

2	I certify that on	MAY- 1 > 19	55 1 1	ave attended
	the Induction Course	specified b	y Regulation 2	5-110.
alestra de de de de de de de de de de de de de	anusu (		A. PHILLIP  AND PROSESPE  TO STENDERS PRICE  PP/ 139	nt /
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STANDARD FORM 61 (BEVISED AUGUST 1989)
PROMURGATED BY CLIN SCRIFF COMMISSION
FEDERAL PERSONNEL MARINAL

# APPOINTMENT AFFIDAVITS

IMPOI	RTANT.—Before swearing to thes attach	e appointment affidav ed information for ap		erstand ti
***********	CENTRAL INTELLIGENCE AGEN (Department or agency)	CY (Burrey or division)	WASHINGTON, D. C. (Flace of employment)	
I,	DAVID A. PHÍLLIPS	***************************************	 do solemnly swear (or affirm) t	hat
I v domest withou	H OF OFFICE will support and defend the Consic; that I will bear true faith at any inental reservation or pur of the office on which I am about	and allegiance to the pose of evasion; that	same; that I take this obliga I will well and faithfully dis	ation freel
B. AFFI  I a that ad uncons Constit	DAVIT AS TO SUBVERSIVE ACTIVITIES not a Communist or Fascist, vocates the overthrow of the Gottutional means or seeking by fution of the United States. I have a member of such organization	ITY AND AFFILIATION  I do not advocate a overnment of the Universe or violence to de do further swear (or	nor am I a member of any or ted States by force or violen ny other persons their rights affirm) I will not so advocat	ce or othe under the e, nor wil
I a so enga an orga of the U	DAVIT AS TO STRIKING AGAINST m not engaged in any strike againg while an employee of the Gonization of Government employ Inited States, and that I will no nization.	inst the Government vernment of the Unit vers that asserts the r	of the United States and that ed States; that I am not a r ight to strike against the Go	member <b>o</b> overnment
I h	DAVIT AS TO PURCHASE AND SAI ave not paid, or offered or promi corporation for the use of influen	sed to pay, any mone		ny person
	PAVIT AS TO DECLARATION OF A e answers given in the Declara		the reverse of this form are	e true and
3)	1 April 1955		(Signature of appointer)	** • 000-400 0-000-000-000-000-000-000-000-0
Subscribe	ed and sworn before me this23	day of AP	<u>il</u> , A.	D. 1955.
at	Washington (Cay)	· · · ·	D. C. (State)	
	[SEAL]	K. L. Marc	ASsertance of officer)	(1.87.2)

NOTE.—If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

(Title)

## DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

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& (A) IN CASE OF ENERGENCY PLEASE NOTIFY		) RELAT				TREET AND NUMBER, CITY AND STATE . (D) TELEPHONE M	<u>.</u>	
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ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR. MUNICIPALITY		OR						
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If your answer is "Yes", but all such cases under Item 10 Give in each case. (I) The date, (2) the nature of the offense per violation: (3) the name and location of the court, (4) the penalty increased, 2 arx, or other disposition of the case if appointed, your kingerpeints will be taken		<b></b>	1	ı		***************************************		
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PPOINTING OFFICER

(2) 44e—If definite age limits have been established for the position, it should be determined in a applicant is not outside the age renge for appointment. Until such determination is made, the appointment may not be comparameted. (3) Circenship—The appointing officer is responsible for observing the circariship provisions of (1) the Civil Service Rules and (1) appropriation acts. Form 61 constitutes an affiliant for both purposes and is acceptable proof of citizenship status in the assence of contacting evidence. In doubtful care agreement about not be consummated until clearance has been secured from the certifying obset of the Civil Service Commission.

(4) Mainthers of Family—Service Commission.

(4) Mainthers of Family—Service Commission.

(4) Mainthers of Family—Service Commission.

(4) Mainthers of Family—Service Too 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other members of such family is eligible for probational or permanent appointment in the competitive service. On the appointment of persons entitled to veteral preference are not subject to this requirement. Doubtful once may be referred to the appropriate other of the Civil Service Commission for decision, so exercise 4.5-44400-8.

	I DATE OF HIGUEST
REQUEST FOR MEDICAL EVA	28. 344 13
NAME (Lost, Fire, Middle)	3. POSITION TITLS 4 GRADE
Phillips, David A.	C/LAD GS-1
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NAME (Case, First, Middle)	- CONTROL		10 May 1972	
Phillips, David A. (Dependen	ts Of)	COS	GS-	
PFICE DIVISION, BRANCH			7431	
7. PURPO	SE OF EVALUATION	· · · · · · · · · · · · · · · · · · ·		
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lease schedule appointments for t	the week of	10 July.		
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borah Anne Amindau 25 Dec 59	Todd	son	3 Aug 70	
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SECRET REQUEST FOR MEDICAL EVALUATION 17 October 1969 4. GRADE P. PUSITION TITLE CS-16 Branch Chief Phillips, David A. D. OFFICE, DIVISION, SHANCH (dependents) S. EMPLOYER'S EAT. 7451 DDP/vill/COG XX DVERSEAS ESSIGNMENT PRE-EMPLOYMENT o/a 28 December 1969 ENTRANCE ON DUTY TOV ON PLS TOT STANDST PCS TYPE OF COVER SPECIAL TRAINING NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SE 49) ATTACHADA RETURN FROM OVERSEAS RETURN TO DUTY FTA STATION NO. OF DEP.'S 8. OVERSEAS PLANNING EVALUATION (One black must be checked) 725 YES Wil Personnel 6815 3D5309 Ika LO, COMMENTS Virginia S. - wife --Christopher Clark - son -Bryan Moss - son -Hynn Autherton - son De BREER WIND RASS TUE! -IT. REPORT OF EVALUATION QUALIFIED OS PCS 112 31 63

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SIGNATURE FOR CHIEF OF MEDICAL STAFF

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Phillips, David	À	10/31/22	68-16
4. OFFICE, DIVISION, BRANCH (	or dversess station and	9. PRESENT PUBLITION.	. PHPLOYEE EXTENSION
DDP/VH/COG		Branch Chief	7451
7. PROPOSED STATION		e. PROPOSED POSITION (Tille.	Number, Grade)
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B. TYPE OF COVER AT NEW STATES	ON.	10. ESTIMATED DATE OF II	. NO. OF DEPENDENTS TO ACCOMPANY
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Phillips David	<del> </del>	1	& EMPLOYEE'S EXT.	,
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Wife: Helon F. Dau: Maria L. DOB Son: David A DOB Son: Atlee I DOB					
Son: Christopher DOB					
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REQUEST FOR MEDICAL EV		31 October 1966
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Philling David A.	·	S. EMPLOYEE'S EXT.
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REQUEST FOR MEDIC	AL EVALUATION	The same to	2 June 64
NAME (Last, First, Middle);		J. POSITION TITLE	4. GRADE
PHILLIPS, David A.		Ops Ofer	C. EMPLOYEE'S EXT.
DDP/WH/3	1		x5909
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	27 JULY 1965
2. NAME (Lost, Pirat, NiAtle) 3. POSITION TITLE	141 GRADE
PHILLIPS, DAVID A. COS	15
OFFICE, DIVISION, BRANCH	EVPLOYEE'S EXT.
DDP/WH/BRANCH 2	6576
7. PURPOSE OF EVALUATION	
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TE SIGNATURE FOR CHIEF OF MEDICAL ST	AFF.
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	OR MEDICAL EVAL	LOATION		22 June 1961
PHILLIPS, David &.			Ops Officer	A. GRADE
DDP/MED			-1	8212
	7. PURPOSE	OP EVALUA	ATION	
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MEDICAL ACTION REQUEST AND REPORT 1 REQUEST FOR PHYSICAL EXAMINATION BY 2. DATE August 1954 PHILLIPS, DAVID A. XXXXXXXX WH DEFICE, DIVISION, BRANCH GS 12 3. TO POSITION 7. EVALUATE FOR E. TYPE OF POSITION \_\_\_\_E00 Departmental DOXO Oversess II REPORT OF MEDICAL EVALUATION Custifies for Full Suty (Special) \_\_\_\_Disqualified Remarks: Mr. GAHAGAN WH #I x 3995 Full duty/General 8-9-54) .

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The authorization to process this employee's disclaim of proficiency in the language factors indicated on this form is contained in a memorandum on file and designated "Language Proficiency Disclaim File", located in the Qualifications Analysis Branch, Office of Personnel.

# PERSONAL HISTORY STATEMENT

# INSTRUCTIONS

### -DO NOT ATTEMPT TO COMPLETE THIS FORM UNTIL YOU HAVE READ THE POLLOWING INSTRUCTIONS-

- 1. Answer all questions completely or check (X) the box which applies. If the question is not applicable, write "NA". If you do not know the answer and it cannot be obtained from personal records, write "Unknown". Use the blank space on pages 15 and 16 for extra details on any question for which you do not have enough space.
  - Type or pignt carefully USE BLACK TYPEWRITER RIBBON OR BLACK INK.
- 3. Leave blank any boxes or columns which are marked "FOR OFFICE USE ONLY".
- 4. Consider each of your answers carefully, accurate completion of the form will permit review of your qualifications to the best advantage. Your signature at the end of the form will certify to its correctness.

  5. Page 17 entitled "Personal History Summary" must be completed. It is a brief abstract of information from other parts of the form and will help to speed the processing of your application.

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CTION XVIII - RELATIVES BY BLOOD, MARRIAGE OR ADOPTION WHO EITHER (1) LIVE ABROAD, (2) ARE NOT U.S. CITIZENS OR (3) WORK FOR A FOREIGN GOVERNMENT								
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,	Use Only)					<u> </u>		

FORMER HUSBAND SECTION XI MARITAL STATUS 21. Ahorn, Thomas Joseph N/A 22. 4-12-40 23. Washington, D.C. Washington, D.C. N/A 24. 7. 4-6-59 8. Hyattsvillo, Maryland N/A 25. N/A 9. yes 27. N/A 10. U.S. N/A 11. N/A 12. 13. N/A N/A 14. 15. N/A N/A 16. N/A 17. N/A 18. 19. 4622 Hunt Avenue, Chevy Chase, Maryland 20.

#### PERSONAL HISTORY STATEMENT - (Appendix I)

Listed below are names of organizations identified by the Attorney General, under his responsibility pursuant to Executive Order 10450, dated 27 April 1953, to list the names of each foreign or domestic organization, association, movement, group or combination of persons which he designates as Totalitarian, Fascist, Communist, or subversive, or as having adopted or having shown a policy of advocating or approving the commission of acts of force or violence to deny others their rights under the Constitution of the United States, or as seeking to alter the form of government of the United States by unconstitutional means.

Each applicant or employee and spouse (if any) must review the following list of organizations for certification purposes, and sign on the last page.

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Abraham Lincoln Brigade
  Abraham Lincoln School, Chicago, Illinots
Action Committee to Free Spain Now
  Alabama People's Educational Association (see Communist Politi-
  American Association for Reconstruction in Tugoslavia, Inc.
  American Branch of the Federation of Greek Maritime Unions
American Christian Nationalist Party
American Committee for European Workers' Relief (see Socialist
    Workers Party)
  American Committee for Protection of Foreign Born
  American Committee for Spanish Preedom
American Committee for the Settlement of Jews in Birobidjan, Inc
  American Committee for Yugoslev Reitef, Inc.
American Committee to Survey Labor Conditions in Europe
  American Council for a Democratic Greece, formerly known as the
Oreck American Council; Greek American Committee for Na-
tional Unity
  American Council on Soviet Relations
  American Croatian Congress
  American Jewish Labor Council
 American League Against War and Pascism
American League for Peace and Democracy
 American National Labor Party
 American National Socialist League
 American National Socialist Party
 American Nationalist Party
 American Patriota, Inc.
 American Peace. Crusade
 American Peace Mobilization
 American Poles for Peace
 American Polish Labor Council
 American Polish League
American Rescue Ship Mission (a project of the United American
Spanish Aid Committee)
 American-Russian Fraternal Society
American Russian Institute, New York, also known as the American Russian Institute for Cultural Relations with the Soviet
American Russian Institute, Philadelphia
American Russian Institute of San Francisco
American Russian Institute of Southern California, Los Angeles
American Siav Congress
American Women for Peace
American Youth Congress
American Youth for Democracy
Armenian Progressive League of America
Associated Klaps of America
Association of Georgia Elans
Association of German Nationals (Reichsdeutsche Vereinigung
Ausland-Organization der NBDAP, Overseas Branch of Nazi Party
Benjamin Davis Freedo
                           m Committee
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ton School for Marxist Studies, Boston, Mas
   Bridges-Robertson-Schmidt Defense Committee
   Bulgarian American People's League of the United States of
   California Emergency Defense Committee
California Labor School, Inc., 321 Divisadero Street, San Francisco.
    California
   Carpatho-Russian People's Society
  Central Council of American Women of Croatian Descent, also
known as Central Council of American Croatian Women, Na-
tional Council of Croatian Women
  Central Japanese Association (Beikogu Chuo Nipponjin Kai)
  Central Japanese Association of Southern California
  Central Organization of the Garman-American National Alliance
    (Deutsche-Amerikanische Einheitsfront)
  Certantes Fraternal Society
  China Welfare Appeal, Inc.
  Chopin Cultural Center
  Citizens Committee for Rarry Bridges
  Citizens Committee of the Upper West Side (New York City)
  Citizens Committee to Free Earl Browder
  Citizens Emergency Defense Conference
 Citizens Protective League
 Civil Liberties Sponsoring Committee of Pittsburgh
 Civil Rights Congress and its amiliated organizations, including:
Civil Rights Congress for Texas
     Veterans Against Discrimination of Civil Rights Congress of
 Civil Rights Congress for Texas (see Civil Rights Congress)
 Columbiana
 Comite Coordinador Pro Republica Espanola
 Comite Pro Derechos Civiles

- (See Puerto Rican Comite.Pro Libertades.Civiles)
 Committee for a Democratic Far Eastern Policy
 Committee for Constitutional and Political Freedom
 Committee for Nationalist Action
 Committee for Peace and Brotherhood Pestival in Philadelphia
 Committee for the Defense of the Pittsburgh Six
 Committee for the Negro in the Arts
 Committee for the Protection of the Bill of Rights
 Committee for World Youth Friendship and Cultural Exchange
Committee to Abolish Discrimination in Maryland
  (Eee Congress Against Discrimination; Maryland Congress
Against Discrimination; Provisional Committee to Aboltab
    Discrimination in the State of Maryland)
Committee to Aid the Fighting South
Committee to Defend Marie Richardson
Committee to Defend the Rights and Freedom of Pittsburgh's
  Political Prisoners
Committee to Uphold the Bill of Rights
Commonwealth College, Mena, Arkansas
Communist Party, U. S. A., 1ts subdivisions, subsidiaries, and
```

Black Dragon Society

#### CERTIFICATION

I certify that I have read the names of the above listed organizations.

To the best of my knowledge and belief, I am not, nor have I been a member of, contributed to, received literature from, signed petitions of or in behalf of, or attended meetings of any organization listed above, or any organization outside the United States espousing Communist, Fascist, Totalitarian or Nazi causes, except as noted below.

To the best of my knowledge and belief, none of my close relatives are, nor have ever been members of, contributed to, received literature from, signed petitions of or in behalf of, or attended meetings of any such organizations, except as noted below.

### INSTRUCTIONS

For the purpose of this certification, if an applicant or employee is completing this form, the term "close relative" will include spouse, children, parents, brothers, sisters, uncles, and aunts. "Close relatives" of the spouse, for this purpose, will include children, parents, brothers, sisters, uncles, and aunts.

If there are exceptions to this certification, set forth below under Remarks all pertinent information concerning the nature and extent of your activities or those of your close relatives in such organizations, including the names of the organizations, dates of membership, meetings attended, titles of positions held, amounts and dates of contributions, nature of petitions signed falling within the meaning of the above certification and circumstances thereof, titles and authors of literature received, and dates on which received.

In exceptions concerning relatives, include only such information presently known to you or available from your own records.

If necessary, use additional sheets and sign each sheet. Write none if there are no exceptions.

REMARKS: To be completed by Spouse	REMARKS: To be completed by Applicant or Employee
-	
Date .	Date Tlarch 12, 1969
Signature of Spouse	Signature of Applicant or Employee Leagues S. Chern
Address — City and State	Address — City and State Followay, Ykernfamed
Witness	Witness
Address - City and State	Address — City and State

14 00000

PHILLIPS DAVID A

1065 W1 (2) (3

PP # (10) # ## #

SUBJECT: NOTIFICATION OF GRANTING OR OF REVOCATION OF CRYPTOGRAPHIC CLEARANCE. 96 41 8 8

THE ABOVE NAMES INDIVIDUAL (ITEM I) HAS BEEN GRANTED A CRYPTOGRAPHIC CLEARANCE LOR THE CRYPTOGRAPHIC CLEARANCE LOR THE CRYPTOGRAPHIC CLEARANCE ACO BY T IS INDIVIDUAL HAS BEEN REVOKED UNDER THE PROVISIONS OF HR 90-4. THE CLEARANCE LIFEM 23 OR REVOCATION LIVEM 4). IS EFFECTIVE AS OF THE MONTH AND YEAR SHOWN ABOVE. SUBJECT HAS BEEN BRIEFED CR DEBRIEFE . AS APPROPRIATE, CONCERNING CRYPTOGRAPHIC AND RELATED COMMUNICATIONS SECURITY MATTERS AND HAS SIGNED A BRITEFING FORMETHENING. AS APPROPRIATE, ACCORDING CRYPTOGRAPHIC TIS NOT AUTHORIZED TO HAVE CONTINUED CUSTODY OF, ACCESS TO, OR OTHERWISE GAIN FURTHER BROWLEDGE OF STAFF CRYPTOGRAPHIC MATERIAL OR IN-FORMATION.

WHEN EMPLIYEE TO LONGER REQUILES THE CLEARANCE IN CRIER TO PERFORM HIS/HER ASSIGNED DUTIES. IT IS REQUESTED THAT THE COMMUNICATIONS SECURITY STAFF, OC. BE NOTIFIED THAT THE CLEARANCE MAY BE REVOKED.

.. DISTRIB ITION: 1 - EMPLOYEE'S COMPONENT (LITEM 3) 1 - OFFICE OF PERSONNEL

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FOR STREET OF COMMUNICATIONS.

CHIEF . BEGGESTEES BRANCH. GC-S

CONFIDENTIAL

(4)

**SECRET** (When Filled In) 1. PERSONNEL SERIAL NO. (1-6) LANGUAGE PROFICIENCY AND AWARDS DATA **受提动**的 4. OFFICE OR DIVISION S. LANGUAGE 3. NAME (7-24) LAST 6. LANG. CODE (25-27) 7312 1 2 5 70 , Dev. 1 2 7 4 ... DATE OF TEST 74-51 transati 8 ANNIVERSARY DATE 9 GRADE 10 DATE OF BIRTH June 10, 105 11. REASON FOR TAKING TEST TEST SCORES READING (34) PRONUNCIATION (36) UNDERSTANDING (38) APPLY FOR AWARD ESTABLISH SKILL LEVEL TYPE OF AWARD 13. ELIGIBILITY (39) 14. (A) ELEMENTARY INTERMEDIATE (M) HIGH (E) (I) (H) A ACHIEVEMENT READING (R) SPEAKING (S) BASED ON TRAINING THAT WAS DIRECTED (D) OR VOLUNTARY (V) COMPREHENSIVE (C) MAINTENANCE 246 T. NA 16 I CERTIFY THIS EMPLOYEE FOR A PROFICIENCY AWARD OF \$ 15. INELIGIBLE (REASON) SIGNATURE DATE level of proficiency not anintained

FORM 1273

REMARKS

OBSOLÈTE PREVIOUS EDITIONS

**SECRET** 

(10-45)

17 I CERTIFY THAT FUNDS ARE AVAILABLE

OBUGATION REF. NO.

SIGNATURE

MRD COPY

CHARGE ALLOTMENT NO.

(40-45)

**SECRET** (When Filled In) 1. PERSONNEL SERIAL NO (1 4) 2. LD NO. LANGUAGE PROFICIENCY AND AWARDS DATA The same 554745 8 LANG. CODE (25-27) 3 NAME (7-24) LAST 4. OFFICE OR DIVISION S LANGUAGE Diffice, David A. 7 Date Of test 46-51 Progett <u>:05</u> 6 ANNEVERSARY DATE 9 GRADE 10 DATE OF BIETH Mar. 14, 1960 14 11. REASON FOR TAKING TEST 12. TEST SCORES READING (34) WRITING (35) UNDERSTANDING (38) PRONUNCIATION (36) SPEAKING (37) APPLY FOR AWARD ESTABLISH SKILL LEVEL 13. ELIGIBILITY (39) TYPE OF AWARD (A) ELEMENTARY INTERMEDIATE (M) HIGH (E) (I) READING (R) SPEAKING (S) ACHIEVEMENT BASED ON TRAINING THAT WAS CIRECTED (D) OR VOLUNTARY (V) MAINTENANCE COMPREHENSIVE (C) · NA TO I CERTIFY THIS EMPLOYEE FOR A PROFICIENCY AWARD OF \$ (40-45) 15 INELIGIBLE (REASON) SIGNATURE did not somieve on avardable level. 17 I CERTIFY THAT FUNDS ARE AVAILABLE REMARKS COUGATION REF. NO. CHARGE ALLOTMENT NO. SIGNATURE FORM 1273 5-60 OBSOLETE PREVIOUS EDITIONS **SECRET** MRD COPY (10-45)

		When Fi	illed Inj			·	
524345		,	L'ANGUAGE DA	TA RECORD		•	,
3.073		PART I-GE	NERAL				<del></del>
1. NAME (Last-First-Widdl	•)	(2:24)			f. G# BIRTH		29-341
					#0 * * #	1	****
PHILLIPS / DH	WD A.			Øe.	70 <del>4</del> 1.	31	19:2
S. LANGUAGE 1	31- 331	- 4. TODAY'S DATE		5.			
FRENCH	265	mare		,0		SO PROFI	LANGUAGE
	,	PART HI-LANGU	AGE ELEMENTS		-		-
SECTION A.	•	Rentin	(40)				
CAN HEAD TEXTS OF T. ONLY BARREY.	ANY DIFFICULTY,	OF A GENERAL NATU	RE OR IN FILE	T AM FAMILIE	AP #1fH. 95	ING THE	DICTIONARY
2. I CAN READ TENTS OF DICTIONARY OCCASIONA		IFIJICULTY, OF A G	INERAL MATURE	ON IN PIEEDS I	AM FAMILI	AP WITH.	UNING THE
3. I CAN READ TEXTS OF FREQUENTLY.	AVERAGE DIFFICUL	ly (пемяриреть, r	ririance mater	ials, etc.). L	ISING THE S	ICTIONAR	· )
4. E CAN READ SIMPLE TE	KTS, SUCH AS STR	EET SIGNS, WEWSPA	PER HEADLINES,	ETC. USING T	HE DISTION	AHY FREO:	VENTEN.
5. I HAVE NO HEADING AB	ILITY IN THE LANG	SUAGE,					/
ECTION B.		Writing	(41)				
I CAN WRITE PERSONAL MRITE PACTUAL NAPRAT MATIVE STYLE, USING  I CAN WRITE PERSONAL PARELY, I CAN MRITE ERRORS, BUT IN A STY	IVE AND EXPOSITOR THE DICTIONARY OF  LETTERS AND SIME - FACTUAL NARRATIN	RY MATERIAL RETHE NLY RARELY. ILAR SIMPLE MATERI LE AND EXPOSITORY	REASONABLE CLAS	RITY, #ITH VER	Y FF GRAM SING THE D ARITY, WIT	MATICAL (	**************************************
I CAN WRITE PERSONAL A OCCASIONAL A	LETTERS AND SIME	LAR SIMPLE MATER! LARORS AND IN OB	AL, WITH REASO VIOUSLY FOREIG	MABLE SUCCESS M. ABKWARD SYN	IN COMPETI LE. USING	NG MY ME THE DECT	ANING. IONARY
4. 1 CAN WRITE PERSONAL BUT RITH MANY GRAMMA							
5) I CANNOT WRITE IN THE	LANGUAGE.						
ECTION C.		Pronunciata	on (42)				
1. MY PRONUNCIATION IS N	ATIVE.						
2. WHILE NATIVES CAN BET	ECT AN ACCENT IN	MY PRONUNCIATION	THEY HAVE NO	DIFFICULTY UND	ERSTANGING	HE.	
3. MY PRONUNCIATION IS O	BVIOUSLY FOREIGN	. BUT CHLY RARELY	CAUSES DIFFIC	ULTY FOR NATIV	ES TO UNDE	85 TANO .	
MY PROMUNCIATION IS O	CCASIONALLY DIFFI	CULT FOR MATIVES	TO UNDERSTAND				
5. 1 HAVE NO SHIEL IN PO	CNUNCIATION						·
	1	CONTINUE ON REV	ERSE SIDE	بُوفِع			

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٠.		TINUATION OF PAR	AT 11-LANGUAGÉ ELEMENTS
SECTION D.	-	Speak	king (43)
1. I SPE	AR FELIFWILH AND ACCUSE L PIELDS WITH WHICH I	LTELY IN ALL PRACTICAL A AM FAMILIAN, I	AND SCUTAL SITUATIONS: I CONVERSE PREELY AND IDIOMATICALLY
, 2. BETH	AN FLUENTEN AND ACCURN WHICH I AM FAMILIAN AN	TELY IN MEARLY ALL PRAC D I EMPLZY SOME POPULAR	CTICAL AND SOCIAL SITUATIONS: I CAN CONVERSE IN MOST FRELDS R SAVINGS, LITERARY OCCURTIONS, AND COMMON PROVERSE.
3. 1 GET	NLONG QUITE WELL IN SIT	DATIONS OF DAILY LIFE AN	NO TRAVEL' AND CAN CONCUCT ROUTINE SUSINESS IN PARTICULAR FIELDS
\$ •	IGÉ TO GET ALONG IN TH	E WEST COMMON SITUATION	S OF DAILY LIFE AND TRAVEL.
5. I HAVE	NO ABILITY TO USE TH	C LANZAGE IN ANY OF THE	E ABOVE RESPECTS.
SECTION E.		Understa	anding (14)
			BJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE! I UNDERSTAND MOVIES, PLAYS, AND LECTURES,
			ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TILEPHONE. I T THE MUVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND
3. FUNDI	FRSTAND NEARLY ALL CON I UNDERSTAND MUCH OF	VERSATION ON TOPICS OF E MARY I MEAR ON THE RADI	CAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE FELE- DID, AND AT THE MOVIES, PLAYS, AND LECTURES.
4   UNDE	RSTAND THE SIMPLEST C.	THE WISES, PLAYS, AND L	TO-FACE AND ON THE TELEPHONE: I UNDERSTAND SOME OF WHAT LECTURES.
5. + AM N	OT ABLE TO UNDERSTAND	THE SPONEN LANGUAGE	
	BEFORE CONTINUING - CH	ECK PART II TO ENSURE TO	THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.
·	PAR	T I I I - EXPERIENCE AS TRAI	ANSLATOR OR INTERPRETER (\$5)
1. I HAVE	HAD ENPERIENCE AS A T	RENSERION.	
2. I HAVE	HAD EMPERIENCE AS AN	: \ [ [ ] ] ] [ ]	
3 BOTH O	THE ABOVE STATEMENTS	42924	
O NONE DI	THE ABOVE STATEMENTS	4*245	
		PART IV-CERT	TIFICATION
REGULATION DECOME ELI	NO. 25-115- PAR. 10(4 GIBLE FOR AN AMARD, AN	P APPLICATION FOR A MAN	E AND ACCURATE TO THE BEST OF MY SHOSLEDGE AND BELIEF. INTERANCE ASARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF I MUST PASS AN OBJECTIVE LANGUAGE PROVICTIENCY TEST BEFORE I THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE IN FORM.
ATE SIGNED		STEWATURE.	
14 411	RCH 1900	( ) and (	2. Plesan
43	5		(1) For

		ithen Fil	led liny			- · · · ·			
(116)	•	: U	ANGUAG	E DATA RE	CORD				
524345	/5"								
		PART I-GEN	ERAL		·				
NAME (Last-Perse-Meddle), (7-24)					2. LATE OF BIRTH (25-30)				
PHILLIPS, DAVID ATLES							1422		
		4 TODAY'S DATE	1.94		5		1-,		
5 PARILER BE MARCH 14 1960					I WAYE NO PROFICIENCY IN ANY PORTION LANGUAGE				
` .		PART II-LANGUAG	SE ELEME	175					
SECTION A.		Pending	(40)						
ONLY MARELY.	Y DIFFICULTY. C	T A GENERAL NATUR	L OR IN	FIELDS I AM	FAMIL FAR	#1 TH. US	519G THE	D1C1104A#1	
2. I CAN READ TEXTS OF MO		FFECULTY, OF A GU	YERAL NA	TUPE OR EN.	116655 1 1	M FAWILE	AH #17H.	USING THE	
3. E CAN READ FERTS OF AV	FRAGE SIFFICULT	y (newspapers, sei	ference :	aterials, e	rfc.j. usi	NG THE D	ICTIONAR	Y	
4 I CAN READ SIMPLE TEXT	5. SLCW 45 578E	ET BLONS, NEWSPAPE	R HEADL	NES. ETC	USING THE	0101104	AR- FREQ	UF4TLY.	
5- 1 HAVE NO READING ARIL	ITY IN THE LANG	∪A <b>G€</b> ,							
SECTION B.		Writing (	(41)						
; I CAM MRITE PERSONAL L MARITE FACTUAL MARRATIV MATIVE STYLE, USING TH	AND EMPOSITOR	. MATERIAL BITH RE							
1 CAN BRITE PERSONAL LI 2. RAHELY. I CAN BRITE F. ERRORS, BUT IN A STYLE	SCTUAL NARRATIV	E AND EXPOSITORY M	ATENIAL	WITH REASON	ABLE CLAR				
3. BUT WITH DECASIONAL MIN									
4. I CAN WRITE PERSONAL LE BUT BITH MANY GRAMMATIC									
E- I CANNOT MAITE IN THE L	A~GU4GE.								
SECTION C.		Pronunciatio	n (42)	•					
1. WE PROMUNCIATION IS NAT	IVE.								
2. WHILE MATIVES CAN DETEC	T AN ACCENT IN	WY PROMUNCIATION 1	THEY HAVE	NO DIFFIC	LTY LHOER	STANCING	WE.		
3. MY PRODUNCEATION IS DOV	10-564 FOREIGH.	BUT ONLY MARELY C	AUSES D	IFFICULTY FO	W MATINES	TO UNDE	RSTANU.		
4 MY PRONUNCIATION IS DEC	ASICNALLY DIFFE	CULT FOR MATIVES 1	0 11019	TAND	· · · · · · · · · · · · · · · · · · ·				
5. I WAVE NO SELL IN PROVI	(4C) 47134.								
	-	CONTINUE ON REVE	RSE SIL	بضو ع	**				

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NTINUATION OF PART II-LANGUAGE ELEMENTS

I SPEAR FLUENTLY AND ACCURATELY IN NEARLY BLE PRACTICAL AND SOCIAL SITUATIONS! I CAN CONTROL IN MOST FIFLDS BITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITTERARY QUOTATIONS, AND COMMON PROVERSS.

3. I GET ALONG QUITE BELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CUNDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS

(blerstanding (14)

I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MODIES, PLAYS, AND LECTURES.

I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH PACE-TO-FACE AND ON THE TELEPHONE. I Understand most of Bhat I hear on the radio and at the monies, placs, and lectures, including most lokes and

4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.

5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ARCYE RESPECTS.

OR D. Spenking (43)

1 SPEAN FLUINTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS: 1 CONVERSE FRELLY AND IDIOMATICALLY
IN ALL FIELDS BITH MITCH I AM FAMILIAR.

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SECTION D.

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SECTION E.

PUNS.

SECRET LANGUAGE DATA RECORD PART I-GENERAL 17-24) Z. DATE OF BIRTH 31 OCTORE M TOCAT'S DATE 134-191 1957 OLTOBER TRENCH IN ANY FOREIGN LANGUAGE 265 - PART II-LANGUAGE ELEMENTS SECTION A. Rending (40) I CAN READ FEXTS OF ANY DIFFICULTY, OF A SENERAL NATURE OR IN FIELDS & AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AW FAMILIAR WITH, USING THE DICTIONARY DECASIONALLY. I CAN PEAD TEXTS OF AVERAGE DIFFICULTY (nemspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY. 4. I CAN READ SIMPLE TERTS. SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY. 5. I HAVE NO READING ABILITY IN THE LANGUAGE. SECTION 8. Writing (41) I CAN MRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SICCESS WITHOUT USING THE DICTIONARY. I CAMBRITE FACTUAL NARRATIVE AND EXPUSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS. NATIVE STYLE, USING THE DICTIONARY ONLY BARRLY. I CAN MUTTE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY MAPELY. I CAN MRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH BEASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH WAY NOT BE MATERE, USING THE DICTIONARY OCCASIONALLY. I CAM WRITE PERSONAL LETTERS AND SIMILAR SIMPLE WATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING. BUT BITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, ABROARD STYLE, USING THE DICTIONARY OCCASIONALLY. S CAN BRITE PERSONAL LETTERS AND SIMILAR SIMPLE NATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING. BUT BITH MANY GRAMMATICAL ERROPS AND IN A VERY FOREIGN, ARRHARD STYLE, USING THE DICTIONARY FREQUENTLY. 5. I CANNOT BRITE IN THE LANGUAGE. SECTION C. Pronuciation (42) 2. WHILE BATIVES CAN DETECT AN ACCENT IN MY PROBUBLISTION THEY WAVE SO DIFFICULTY UNDERSTANDING ME. 1. WY PRONUNCIATION IS OBVIOUSLY FOREIGN. BUT ONLY BARLLY CAUSES DIFFICULTY FOR MATIBES TO UNDERSTAND 4. MY PROMUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND. 13 I HAVE NO SKILL IN PROSUNCEATION.

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a 🧐 🐐 SECRET LANGUAGE DATA RECORD 413663 PART I-GENERAL t. Namt (Last-First-Widdle) 17-241 2. DATE OF BIRTH F 2 9 - 30 1 ..... A Phillips DAVID DCT08ER 3( 1922 (34-34) I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE SPAHIJH OCTOREL 22 H57 PART II-LANGUAGE ELEMENTS SECTION A. Reading (40) (1) ONLY MARELY. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OF IN FIELDS I AM FAMILIAR WITH. USING THE DICTIONARY OCCASIONALLY. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY. 4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY PROQUENTLY. 5. I HAVE NO READING ABILITY IN THE LANGUAGE. SECTION B. Writing (41) I CAN WRITE PERSONAL LETTERS AND ISIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONARIE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN MATIVE STYLE, USING THE DICTIONARY ONLY RAFELY. 1 CAN BRITE PERSONAL LETTERS AND SIMILAR STUPLE MATERIAL BITH COMPLETE SUCCESS, USING THE DICTIONARY CHLY PARELY. I CAN BRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH PEASONABLE CLARITY, WITH FEW GRAMMATICAL LARRORS. BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE WATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT BITH SCCATIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWARDARD STYLE, USING THE DICTIONARY OCCASIONALLY. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, BITH REASTNABLE SUCCESS IN CONVEYING MY MEANING BUT BITH MANY GRAMMATICAL ERRORS AND IN A YERY FORLIGH, ABROARD STYLL, USING THE DICTIONARY PREQUENTLY. 5. I CANNOT MRITE IN THE LANGUAGE. SECTION C. Pronunciation (42) I. MY PROMUNCIATION IS MATIVE. (2) SHILL NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME. 3. MY PROMUNCIATION IS DEVIOUSLY FOREIGN, BUT ONLY RESELV CAUSES DIFFIC, LTV FOR NATIVES TO UNCERSTAND.

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I HAVE NO SAILL IN PROBLECIATION.

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SECRET

4. MY PROBUBLIATION IS OCCASIONALLY DIFFICULT FOR BATIVES TO UNDERSTAND.

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CONFIDENTIAL

#### SECURITY APPROVAL

DATE 19 February 1960

YOUR

REFERENCE: E-8573 CS/CS Pav. Comp.

CASE NO. 1 40696

10 : Director of Personnel

FROM Director of Security

SUBJECT : PHILLIPS, David Atlee

1.	This	13	to	inform	you	of	security	approval	of	the	subject	person
	as fo	110	ows:	:								

- Subject has been approved for the appointment specified in your request under the provisions of Regulations 10-210 and 20-730 including access to classified information through Top Secret as required in the performance of his duties.
- Subject has been approved for appointment under the authority of Paragraph 4(d) of Regulation 10-210, and under Regulation 20-730 including access to classified information through Top Secret as required in the performance of his duties.
- Unless arrangements are made within 60 days for entrance on duty within 120 days, this approval becomes invalid.
- 3. As part of the entrance on duty processing:

A personal interview in the Office of Security must be arranged.

A personal interview is not necessary.

FOR THE DIRECTOR OF SECURITY:

Acting Chief, Personnel Security Division

POR NO. 1173 EFFACES FORM SERVICE CONFIDENTIAL

## CONFIDENTIAL SECURITY INFORMATION SECURITY APPROVAL

Date: 26 April 1955

TO: Chief, Processing & Records Division

Your Reference:

SR-6038-PP

Personnel Office FROM: Chief, Security Division Personnel

Case Number:

10696

SUBJECT: PHILLIPS, David Atlee

1. This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.

E. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3. Subject is to be polygraphed as part of ECD procedures.

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Life Branch

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FORM NO. 38-101 FEB 1959

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FILE TITLE/NUMBER/VOLUME:	Phillips, DAVIDA.	
INCLUSIVE DATES: 25-1	ARCHMSS-2 7eb 1976	
CUSTODIAL UNIT/LOCATION:	OP Files	\
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DELETIONS, IF ANY:		
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DATE RECEIVED	DATE RETURNED	REVIEWED BY (PRINT NAME)	SIGNATURE OF REVIEWING OFFICIAL
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NO DOCUMENTS MAY BE COPIED OR REMOVED FROM THIS FILE

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Michael M. CHONDEN Date outensie & \$600 per me 600 " " 1 Feb 51 28 Feb 51 Independent contractor &&@Spanish& contract terminated 25 Jan 52 Independent contractor \$6,000 p.a. 31 Aug 53 Contract terminated-6,000 4 Mar 54 31 Jul 54 \$7,200 Contract Employee 7,200 8,360 Contract terminated 1 Aug 54 31 Mar-55. Contract Employee Contract terminated 8,360 1 Apr 55 13 Aug 58/ Agency Staff Agent service 19 Aug 58 Independent contractor (Note: the base rate of pay of \$7,500 \$7,200 is subject to increase on occasions wherein ₹7,200 7,200 subject performs specialized assignments) 13 Nar 60 Sea Contract terminated Ilı Mar 60 Entered on duty as an Agency Staff Employee at the rate of GS-14/3 (\$11,835).

### ADMINISTRATIVE PITERNAL USE CHLY

13 May 1975

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT: Earnings of David A. Phillips

In accordance with your telephone request, the following is a record of income earned by Mr. Phillips during the period 19 August 1958 through 13 March 1960. Mr. Phillips was paid at \$7,200 P/A, with the exception of those periods of service performed outside of his country of permanent assignment and then he was paid at \$13,000 P/A.

DATES	PAID AT \$7200 P/A	DUE DIFFERENCE BETWEEN \$7200 P/A & \$13000 P/A	TOTAL
19-31 Aug 58	\$ 240.00	-0-	\$ 240.00
Sept 58	600.00	\$ 32.22	632.22
Oct 58	600.00	434.97	1034.97
Nov 58-Jan 59	1800.00	-0-	1800.00
Feb 59	60000	. 88.60	688.60
March 59	600.00	- 0 -	600.00
April 59	600.00	157.07	757.07
May 59	600.00	128.88	728.88
June-July 59	1200.00	-0-	1200.00
Aug 59	600.00	80.55	680.55
Sept 59-Feb 60	3600.00	-0-	3600.00
1-13 March 60	260.00	- 0 -	260.00
·. Totals	\$11,300.00	\$922.29	\$12,222.29

Deputy Chief Compensation and Tax Division Cat of Country 6 terms

P.v.

# Daniel Phillips 19 Aug 58 - 47200

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	600+81.60	688.60
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Cept 59 -	600+157.07	757.07
May 59 -	600+128.88	728.88
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Jul 59	600	600.00
Levey 59	600 1 80.55	680.55
Sept 59	600	600.00
Oct 59	600	600.00
Nov 59	600	60.00
Dec. 59	600	600.00
Den 60	600	600.00
Fil 60	600	600.00
1.13 Ner 60	260	260.00

pail of \$7200 11,320 estro jung

Total Pail 12,097.30

BACKGROUND ON REQUEST FOR CREDITABLE SERVICE: August 1950 Until 3 March 1954

1. A basic document in consideration of this request is HCSA-825, dated 4 February 1954.

2. I was running an English-language newspaper when asked to work with our Station there. My first pay was \$50.00 per month. The file contains a project approval dated 31 May 1950; TCS-A-1064 asks that the first payment be made to the U.S. bank on 1 August 1950.

lochus'

- 3. During this period I recall a number of activities undertaken for the Station, and I travelled to New York for clandestine training. The file indicates "He was originally approved operationally to handle the complex Soviet espionage case of FULMINATER-2. His conduct of this case was considered excellent..." Also, "It will be recalled that Headquarters was very pleased with the printing job...which he had done." The latter was indicative of a number of such chores, when I stayed behind in my plant after the employees had left for the night, printing leaflets, booklets, etc. I also handled agents and did a number of spotting and assessing jobs for the Station.
- 4. I signed a new contract on 25 January 1952 for \$500.00 per month which ran until the termination date of 31 August 1953. (Actually this was in the form of a loan which was paid off at the rate of \$500.00. The advance was used to purchase printing equipment which allowed me to do certain work for the Station, but which I retained.)"
- 5. After termination of the contract on 31 August I remained in until 4 March 1954. During this period I recruited a CP agent who still works for the Station—and was a cabinet member under Allende. On 3 February 1954 Headquarters asked that I be made available for another assignment. The Station pointed out that I was working on the recruitment, and that I and my family were planning on a European vacation. Headquarters again requested my assignment. Thus I departed for the project in early March, abandoning my free family trip to Europe (tickets paid for by advertising in my paper) and leaving my family behind to pack up. I accepted this assignment without knowing where it was, or for how long it would last. Indeed I did not even have a contract.

E2 IMPDET CL BY 024345 ------

6. I worked for the Agency in then, between 1 August 1950 until departure for PBSUCCESS on 4 March 1954. I was always available and when I finally did leave it was for Agency business rather than my own. Thus I request that all or part of this time be approved as creditable toward retirement."

David A. Phillips

مرين.

Information from Adele regarding Dave Phillips creditable service:

As of 31 December 1974:

18 years, 11 months, 27 days
(Agency civilian service)

2 years, 8 months, 11 days (military service)

Total creditable service:

21 years, 8 months, 8 days.

Sick leave will be added to that.

For your information, has an appointment with Mr. Phillips on Wednesday afternoon. He is in the CIARDS system and with his birth date in 1922, he is eligible for voluntary retirement.

Bernie

Mar 24 - (m) 24-1. Dy SY - 31Wa 57 Emas 29/ Lew - 7 - 1/2 56 - 12/9 58 Rayney Cocie - Elen Contrav jut-1Feb 51-22 Feb. 51 Contrar 25 am 52-31 Ly 53 Catal Sylvan 4 Mach 50 - 31 War :55 Unual 55- 6 Feb 126 2年に16-13/2016 15 L 52 - 13 War 60 - 6 Sat

Describ A Phillips

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Expepted appointment Stiff april 7 Feb 56

Resignation Stiff agent 13 aug 58

Torminated 13 Mer 60

Eiperfled Copyet Stiff Employee 14 Mor 60 Stoff Employee sievee 14 Nevels 1960 MEMORANDUM FOR: Office of Finance/C&TD

SUBJECT

Verification of Contract Employee Service of David A. Phillips, current staff employee for period 19 August 1958 through 13 March 1960.

REFERENCE

: Memorandum from Deputy Chief Comp & Tax Division subject earnings of David A. Phillips dated 13 May 1975

1. Based upon new information it has now been determined that subject served as an Agency contract employee during period 19 August 1958 through 13 March 1960, and that this period is creditable for both retirement and leave account category purposes. Civil Service Retirement deductions were not withheld during the period. Records of this office reflect subject was authorized compensation during referenced period at the rate of \$7,200 per annum, except that when he was outside of the United States he was paid at the rate of \$13,000 per annum. For times and amounts involved in change of rate see reference.

#### 2. Action required:

- (a) Office of Finance: Please post the above information to subjects retirement records.
- (b) DDO/LA/Pers: Please advise subject of the contents of this memorandum.

(c) RAD/ROB: For your information and assistance in retirement processing.

Rogers C. Brooks Deputy Chief

Contract Personnel Division

Distribution:

Orig - Addressee

1 - DDO/LA/Pers

1 - RAD/ROB

OGC Concurrence:

E2IMPDET CL by: 063837

SECRET

## PRECISIONALE-INTERNAL USE-ONLY

13 May 1975

NEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT : Earnings of David A. Phillips

In accordance with your telephone request, the following is a record of income earned by Mr. Phillips during the period 19 August 1958 through 13 March 1960. Mr. Phillips was paid at \$7,200 P/A, with the exception of those periods of service at \$7,200 P/A, with the exception of permanent assignment and performed outside of his country of permanent assignment and then he was paid at \$13,000 P/A.

DATES	PAID AT \$7200 P/A	DUE DIFFERENCE BETWEEN \$7200 P/A & \$13000 P/A	TOTAL
19-31 Aug 58 Sept 58 Oct 58 Nov 58-Jan 59 Feb 59 March 59 April 59 May 59 June-July 59 Aug 59 Sept 59-Feb 60 1-13 March 60	\$ 240.00 600.00 600.00 1800.00 600.00 600.00 600.00 1200.00 500.00 3600.00	-0- \$ 32.22 434.97 -0- 88.60 -0- 157.07 128.88 -0- 80.55 -0- -0-	\$ 240.00 632.22 1034.97 1800.00 688.60 600.00 757.07 728.88 1200.00 630.55 3600.00 260.00
Totals	\$11,300.00	\$922.29	440,000

Depúty Chief Compensation and Tax Division

#### MEMORANDUM FOR: Office of Finance/C&TD

SUBJECT

Verification of Contract Employee Service of David A. Phillips, current staff employee for period 19 August 1958 through 13 March 1960.

REFERENCE

- Memorandum from Deputy Chief Comp & Tax Division subject earnings of David A. Phillips dated 13 May 1975
- 1. Based upon new information it has now been determined that subject served as an Agency contract employee during period 19 August 1958 through 13 March 1960, and that this period is creditable for both retirement and leave account category purposes. Civil Service Retirement deductions were not withheld during the period. Records of this office reflect subject was authorized compensation during referenced period at the rate of \$7,200 per annum, except that when he was outside of the United States he was paid at the rate of \$13,000 per annum. For times and amounts involved in change of rate see reference.

#### 2. Action required:

- (a) Office of Finance: Please post the above information to subjects retirement records.
- (b) DDO/LA/Pers: Please advise subject of the contents of this memorandum.
- (c) RAD/ROB: For your information and assistance in retirement processing.

7s/ Rogers C. Brooks

Rogers C. Brooks
Deputy Chief
Contract Personnel Division

Distributions

Orig - Addressee

1 - DDO/LA/Pera

1 - RAD/ROB

1 - Subjects CPD file

1 - CPD Chrom file

DDA/OP/CPD: RCB;sp (21 May 1975)

EZIMPDET CL by: 063837

SEVILLET

MEMORANDUN FOR: Chief, TRB

SUBJECT

Verification of Contract Employee Service for Michael N. CHOADEN (P) Current Staff Employee

REFERENCE

: CPD Memorandum of 30 June 1966 to Chief, TRB, Subject "Record of Contract Service for CHOADEN,

Michael M.

1. Referent memorandum is revised in its entirety to reflect the following periods of full time contract employee service as being creditable service for both leave and Civil Service Retirement purposes.

DATE	ACTION	PER ANNUM COMPENSATION
4 March 1954	Contract employee	\$7,200
31 July 1954	Contract terminated	7,200
1 August 1954	Contract employee	8,360
31 March 1955	Contract terminated	8,360

2. Period of service 4 March 1954 through 31 December 1954 had in previous memorandum been declared creditable service for both leave and retirement purposes. It denied creditable retirement service for the period 1 January 1955 through 31 March 1955 because of a Federal statutory provision relating to periods covered by Social Security. The foregoing position was removed by P. L. 91-630 of 31 December 1970, thereby having the effect of rendering said service as creditable.

#### 3. Action required:

- a. Office of Personnel/TRB: Please file this memorandum in subject's official personnel file folder.
- b. Office of Personnel/ROB: For your information.

- Office of Finance/CATD: Please post the above information to subject's retirement records.
- DDO/LA/Personnel: Please advise subject of the contents of this memorandum.

Rogers C. Brooks Deputy Chief Contract Personnel Division

Distribution:
Orig - Addressee
1 - CP/ROB
1 - OF/CATD
1 - DDO/LA/Personnel
1 - CPD Subject file
1 - CPD Chrono
OP/CPD/R.C.Brooks:jc (10 March 1975)

SÉCRET

MINO Posts The File

SUNJUST: Michael M. CHOADEM (P), Verification of Contract Service

1. 1. 1. 1.

19 Oct 70
Subject, now a Staff Diployee, asked Bon Develies to see if any of his old contract
Table or above melinoment. Correctly, subject is assigned PCS in VH field, but is currently in Hotes on This.

21 Cat 70:

Let with subject and discussed all aspects of his guestions and his prior contractual service. Provided his with back! Information concerning his service; each that criteria CPD used in determining independent continuous service vs contract employee service, applicability of the "social Security rule" precluding the use of Airs contract on loyee this under social security being creditable retirement time, etc. Also, provided subject with a sample of a memo which could be written to SPD requesting old independent contractor time be recatorized as continued employee time. Also indicated to subject we would help him draft on appropriate cone if he (subject) folt he had a good case. In general, from imbreation provided by Embject, it secred that subject's old independent contractor time was not of a type that might land itself to conversion to contract diffe employee time.

3 Dec 70: As of this date, JPS had heard nothing more from subject and it was therefore assumed that down subject had, down at least for the immediate moment, decided not to pursue the matter further.

> Paul Milson 3 Dec 1970

Michael M. CHOADEN

O/Personnel/Contract Personnel Div 97-69 Hqtrs. (Paul R. Wilson)

OP/RAD = 205 Magazine Hidg. Attn: Adele J.Sukowicz 23 April 1970

1. Adoles Hope the following with help your

(a) Attached is our CFD file on loam. In it find a chrome of all of subject's contract service.

(b) Information in our CPD memo of 30 June 66 is reaffirmed. However, note it did not cite subject's 1951/52/53 service, which service is cited in the O/Finance memo of 16 June 1966. This 1951/52/53 service is independent contractor service and not creditable for purposes of Civil Service Retirement.

(c) Our CPD mome of 30 Jun 66 indicates subject which had a social security obligation for period 1 Jan 55 thru 31 Mar 55. Since this obligation came about retreactively in Mid 1955, possibility exists that noither subject or the Agency made contributions to the Social Security System. If they were not made, it is possible for such to be under at this late date and if subject or WH Division is interested in looking into this, they should contact Hod Brooks of CPD.

Paul R. Wilson

UNCLASS',FIE		ERNAL E ONLY			CONFIDENTIAL SECT
	The state of the s	ROUTI	NG AND	RECOS	D SHEET
SUBJECT: (Ophosol)				CI	KADENI
FROM:				ENTENSION	MO.
132 D		20000		6035	DATE
IO: (Officer designation, building)		3D3102	DATE	OFFICERS	COMMENTS (Number each common to show from
1,	•••	#CEVE	DINAMORD		
	205 Magazine dele J. Sukowi	cz	13	. i -	CHOON; Attached is Mr. Sofficia
2.					file and a dispatch from him in which he requests a computation
· 3.	· · · · · · · · · · · · · · · · · · ·	-			of his time with the Agency for retirement purposes. It is
					a very complicated case. Good luck!
4.	÷				
<b>5</b> .	· · · · · · · · · · · · · · · · · · ·	<del> </del>			
A				-	Wii Personnel
6. Chief, Cont 5 E 69 HQS		1 Div			1 to 6:
7.	•				On the basis of CPS's memo dated 30 June 1966 (copy attroher
8,	<del>-</del>				ruling on the creditability of Subject's contract service, ECB
•	:			1	can reply to the attorned dispate however, it is requested that GPI
9.					review HERT for its factual conte and advise ROB if the memo of 30
10.					Jun 66 is reaffirmed.  Your attention is invited to
					a discrepancy in identifying 1954 contract service. In the dispers
11,				į	(para 5) Subject refers to himsel as a "covert associate"; the Offi
12.			<del>  </del>		of kinance (see memo did 16 dun 6 copy auteamed) lists the time as
				į.	copy actached) lists the time as "contract agent" service; and you make of 30 Jun 60 lists the time
13.			1		as "contract employee" service.
4.	<u> </u>				•
	- 1		-		•
5.					

Chief, Operational Services

Chief of Station,

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Chi

Request for Review of Retirement Status --- Michael C. CHOADEN

Action Required: See Paragraph 9 et all

- 1. During his RVROCK career Michael C. CHOADEN has served as Contract Agent, Covert Associate, Staff Agent and Contract Employee. On one occasion CHOADEN resigned from RVROCK, became a Contract Agent, then returned as a Staff Employee. The purpose of this dispatch is to request a review of exactly what CHOADEN's status has been over the years, what must be done to repay retirement funds for any periods of creditable service not now covered, and to study the possibility that some periods of tenure might be converted from uncreditable to creditable status.
- 2. CHOADEN served in the Air Force from February 1943 through October 1945, with total service of two years, eight months and 19 days.
- are very hazy to CHOADEN. He does recall that he was first recruited by the COS, but cannot recall if this was on a formal, salaried basis. At some time during 1950 or 1951, probably the latter, CHOADEN signed an RVROCK contract, for at least two years, possibly longer. The salary is remembered as US\$500 per month, and on one occasion this salary was paid in advance to allow CHOADEN to purchase printing equipment. Please check the contract covering this period and advise (a) the duration of the contract and (b) if any provision for deductions (or future payment of) was made. If, as CHOADEN suspects, there were no deductions, even for Social Security, CHOADEN would appreciate Headquarters comment on the possibility that this period might be retroactively converted to creditable service status (after payments into retirement system, of course). In this connection it is suggested

Distribution:
3 - Chief, WHD
2 - Chief, OPSER

CHINCE 10	DISPATCH SYMBOL AND HUMBER	DATE
	HBRT-7797	25 March 1970
•	CLASSIFICATION	NGS FILE NUMBER
•	SECRET	
1		

CONTINUATION OF

DISPATCH

that a discussion might be held with James G. COLLETT, who was COS in during most of that time. CHOADEN believes that COLLETT will confirm that CHOADEN demonstrated his intense interest in his RVROCK work by performing not only the work called for in his contract (mostly chandestin printing) but other chores as well. Example: during this period, or perhaps just after the expiration of CHOADEN's contract, CHOADEN, under Station guidance and instruction, approached and recruited a Communist Party agent. (It is understood that the agent is still reporting.) Another example: in March 1954, COS COLLETT approached CHOADEN and asked him if he would accept the Headquarters! request that he leave board an airplane for the U.S. and assist in an unidentified operation which would last "some months." That was the extent of the offer. CHOADEN accepted. This was despite the fact that he had no contract, and that he had to leave his family behind and to abandon a trip which had been planned through Europe. It is believed that this indicates that CHOADEN was pretty much "under RVROCK control" during this period. (Perhaps training records can assist in finding information on this period, as CHOADEN went to New York on one occasion for a six-week training course).

- 4. The next period of contract employment is also hazy. The operation in which CHOADEN was asked to participate turned out to be PBSUCCESS. Some sort of contract was drawn up, but CHOADEN does not recall if any deduction for retirement was made, nor of the terms of the contract. It is requested that this contract be reviewed and, should there have been no retirement credit, that it too be reviewed for possible conversion to creditable service. There is no question of CHOADEN "responding to RVROCK control" during this period. It was full time work, and most of it performed away from family—some of it in the jungle. About sixty days, CHOADEN recalls, was spent in Project PBHISTORY. CHOADEN was awarded an RVROCK decoration for his work during this period.
- 5. As the result of his participation in PBSUCCESS, CHOADEN was contracted as a Covert Associate from (about; this is a guess) October, 1954 until April of 1955. CHOADEN distinctly recalls that this contract called for retirement credit if chosen as a future option. (It is not impossible that this contract was made retroactive to cover CHOADEN'S departure from \_\_\_\_\_\_\_\_\_in March, 1954.) It would be appreciated if \_\_\_\_\_\_ would be advised of the exact duration and terms of this contract.
- 6. CHOADEN was a Staff Employee from 1 April 1955 until 13 July of 1958, when he resigned. Retirement payments for this period were returned to CHOADEN, and he understands that they must be repaid sometime before retirement to make the period creditable.
- 7. After resigning in 1953 CHOADEN went to Cuba and within a week signed a contract—as an independent operator and, to the best of CHOADEN's recollection, without any retirement benefits. Again, it is requested that this contract be reviewed with the view of possible conversion to creditable status.
- 8. On March 14, 1960 CHOADEN again became a Staff Employee, and has remained in that status.
- 9. Despite a rather long tenure with RVROCK CHOADEN now finds that much of his service is either not creditable, or is creditable and not paid. CHOADEN would like to set this house in order, and to begin having regular deductions from his salary begin building up his paid-up creditable retirement equities. Headquarters' assistance in arriving at this happy state would be appreciated. CHOADEN is especially interested in obtaining approval for conversion of the early contract days in the lit seems apparent that if repayment into the retirement system is to be initiated,

2

14 00000

CONTINUATION OF DISPATCH

SECRET

HERT-7797

it would be wiser to repay the early years first (so as to add more time more quickly with less payment). In any event, a Headquarters review of the case would be appreciated.

Michael C. CHOADEN

SECRET

3

30 June 1966

MEMORANDUM FOR: Chief, TRB

SUBJECT

: Record of Contract Service for

CHOADEN, MICHALL

1. Per your request we are forwarding record of Subject's contract zervice:

yee
•
yee
•

- 2. Subject was employed on a full time basis with leave benefits from 4 March 1954 through 31 March 1955. Accordingly, this entire period is treditable" for establishing his annual leave category. However, the period from 19 August 1958 through 13 March 1960, as an independent contractor, is not creditable for this purpose. Only the period from 4 March 1954 through 31 December 1954 is "creditable for Civil Service Fetirement, since Contract Employee's were mandatorily covered by Social Security as of 1 January 1955.
  - 3. Attached is OF record of Agency service with salary breakdown.

Rogers C. Brooks
Acting Chief, Contract Personnel Division

Distribution:

Crig - Addressee

Z' - CFD

14 June 196

### Chief, Contract Personnel Division

ATTE

Compensation and Tex Division Office of Figures

Agona Service of Paris Company

The records of the Office of Vincece show the following Agrees's service for Schjest:

### Contract Agents

200 1 Pabreary 1951 0 \$500.00 P/H Tora 29 February 1951 0 \$500.00 P/H

25 25 August 1953 6 \$4000.00 P/A Term 31 August 1953 6 \$4000.00 P/A

ECO & Named 1994 0 \$7700.00 ?/A Pay Res. 1 August 1994 0 \$5760.00 ?/A Tora. 91 Named 1995 0 \$2960.00 ?/A

#### Staff Imlayers

Br. Appt. 1 April 1993 0 \$5600.00 P/A Per. 6 February 1996 0 \$10,320.00 P/A

#### Staff Agest:

Br. Appt. 7 Petersity 1996 8 \$10,320.00 P/A 981 7 October 1996 8 \$10, 535.00 F/A Pay Saiso 12 June 1998 9 \$11,773.60 P/A PSI 6 April 1998 9 \$11,835.00 P/A Res. 13 August 1998 8 \$11,835.00 P/A

#### Contrast Agents

800 19 August 1978 0 \$7,200.00 P/A Term. 19 March 1960 0 \$7,200.00 P/A

#### Staff Emleyess

Br. Ampt. 14 March 1960 0 011,605.00 P/A Badjoot has been a Staff Amployee alass 14 March 1960.

Chief
Acent Parmil Branch

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STANDADD FORM 144 RESISTO HEFE WARE TOO U.S. CITY LEFFE COMMISSION FPM CHAPTERS EL, RE AND SE	ŞTĄT	EMEN A	T OF	PRI	OR FI	EDER	AL (	CCIMI		ND MIL		ERVICE
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## SECRET

14 March 1960

MEMPRA: DUN FOR: Chief, Contract Personnel Division

SUBJECT: Termination of Michael CHOADEN Contract

It is requested that the contract of Michael M. Choaden be terminated as of close of business 13 March 1960 in view of his appointment to staff employee status offective 11, March 1960

> J. C. King Chief, Western Hemisphere Division

Silver

Mr. Michael M. Choaden

Dear Mr. Choaden:

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 19 August 1958, as amended.

Effective 16 February 1960, said contract, as amended, is further amended by adding after paragraph seven (7), entitled "Travel and Operational Expenses," the following paragraph:

- "8. Feturn Travel. Upon the successful completion of your services under this agreement you will be advanced or reimbursed funds for authorised travel and transportation expenses for you, your dependents and your household effects from Havana, Cuba to the Washington, D.C. area, including per diem in lieu of subsistence in the course of such travel. Such funds will be subject to payment and accounting in conformance with applicable Government regulations."

All other terms and conditions of the contract, as amended, remain in full force and effect.

. UNITED STATES GOVERNMENT

Contracting Officer

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16 February 1960

MEMORANDUM FOR: Chief; Contract Fersonnel Division

SUBJECT:

Amendment to Contract - Michael M. CHOADEN

It is requested that Subject's contract dated 19 August 1958, as amended, be further amended to authorize return travel from Havana, Cuba, to Washington, D. C., for Subject and his dependents at Government expense. It is also requested that the amendment authorize shipment of Mr. CHOADEN's household effects from Havana, Cuba, to Washington, D. C., at Government expense.

Chief, MD

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S-B-C-R-E-T (when Filled In)

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SUBJECT:	Contract Extension for
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	BY CCARLCIBIG OFFICER

S-B-C-R-F-T

18 August 1959

Chief, Contract Personnel Division Attention: MEMORANDUM FOR:

FROM

Acting Chief, WHD

SUBJECT

: Renewal of Contract of Michael M. CHOADEN

It is hereby requested that the contract of Michael M. CHCADEN, effective 19 August 1958 and amended, be renewed for one (1) year effective 19 August 1959.

Acting Chief, Western Hemisphere Division

Mr. Michael M. Choaden

Dear Mr. Choaden:

Reference is made to your contract with the United States Government. as represented by the Contracting Officer, effective 19 August 1958.

Effective 19 August 1958, said contract is amended in the following manner:

(a) The first sentence of paragraph one (1), entitled "Compensation," is deleted and in lieu thereof the following sentence is substituted:

> "In full consideration for the purchase of such information and services you will be compensated in an amount calculated at the rate of \$7200 per annum except that for those periods of time during which you are performing services necessitating certain specialized professional skills on a full time basis outside of the country of your present permanent assignment, you will be compensated at the rate of \$13,000 per annum."

- (b) The following paragraph is added after paragraph six (6), entitled "Term"; .
  - "7. Travel and Operational Expenses. While performing those tasks for which you will be compensated at the rate of \$13,000 per annum, as set forth in paragraph one (1) above, you will be advanced or reimbursed funds for necessary expenses incurred in connection with such operational travel as may be directed or authorized by the Government. This may include per diem in lieu of subsistence in the course of such travel and while on temporary duty away from your permanent post of assignment overseas. In addition, you will be advanced or reimbursed funds for necessary operational expenses as specifically approved by the Government. Payment and accounting for the items set forth horein will be in conformance with applicable Government regulations,

All other terms and conditions of the contract remain in full force and effect.

You will please indicate your approval by signing in the space provided below.

	UNITED STATES GOVERNMENT				
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ACCEPTED:	Contracting Officer				
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ITNESS:	_ 21 May Comment Co	40)			

APPROVED:

WITNESS:

## SECRET

17 September 1958

MENORANDUM FOR

Chief, Contract Personnel Division
Attention:

FROM.

: Chief, Western Hemisphere Division

SUBJECT

: Amendment To Contract of Michael M. CHOADEN

1. It is hereby requested that the contract of Michael M. CHOADEN be amended to provide that he be compensated in an amount calculated at the rate of \$13,000. per annum while travelling outside Cuba at the request of the United States Government and engaged full time in the work of the United States Government. It is further requested that while so travalling outside Cuba, CHOADEN be paid per diem at the standard United States Government rate for the area of travel or temporary residence.

2. CHOADEN possesses certain specialized professional skills which are in temporary, but urgent demand in a country (other than Cuba) within the jurisdiction of the Western Hemisphere Division. The contract amendment outlined in paragraph 1. (above) is being requested so as to provide a means by which CHOADEN'S skills might be made available to meet this current need for them.

J. C. KING Chief, Western Hemisphere Division Mr. Michael M. Choaden

Dear Mr. Chozden:

The United States Government, as represented by the Contracting Officer, hereby contracts with you as an independent contractor for the purchase of certain information and related services of a confidential nature under the following terms and conditions:

- 1. Compensation. In full consideration for the purchase of such information and services, you will be compensated in an a nount calculated at the rate of \$7200 per annum. Payments will be made as directed by you in writing in a manner acceptable to the Government. No taxes will be withheld therefrom but it will be your responsibility to report such income under existing Federal income tax laws and regulations. A Form No. 1099 prepared in a manner to conceal the true source of such income will be furnished you by the Government in order that said responsibility may be properly fulfilled. Income received pursuant to this contract is not subject to relief from Federal income taxes on the basis of foreign residence.
- Z. Status. You are not an employee of the United States Covernment under this agreement and are not entitled to any benefits normally incident to an employee status.
- 3. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hersef (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to eximinal presecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.
- 4. Instructions. Instructions received by you from the Government in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 5. Unauthorized Commitments. No premises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 6. Term. This contract is effective as of 19 August 1958, and shall continue thereafter for a period of one (1) year unless sooner terminated either:
  - (a) By fiftonn (15) days' actual notice by either party hereto, or

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(b) Without prior notice by the Covernment in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Subject to the availability of appropriations, this agreement may be extended upon notice from the Covernment. Termination of this agreement will not release you from the obligations of any security oath you may be required to take.

UNITED STATES GOVERNMENT

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7 February 1955

MEMORANDUM FOR: CHIEF, SCAPS

VÍA :

: Contract Approving Officer, PP Staff

SUB-TECT

: Termination of Contract.

It is requested that the contract on Paul E. LANGEVIE be terminated effective 1 April 1955.

SIGNED

Chief of Administration
Psychological and Paramilitary
Operations Staff

(B: 62:2)

PP/COMMACT APPROPRIES GALECER

19 October 1954

MEMORANDUM FOR: Chief, Psychological and Paramilitary

Operations Staff

SUBJECT:

Paul D. Langevin (P) - Covert Associate

REFERENCE:

Memo to Special Contracting Officer, CIA,

dated 12 October 1934, Same Subject

Pending publication of a regulation on Employee Services, the Office of Personnel issued N 20-660-19, dated 29 July 1954 to be effective I August 1954. This Notice announced the availability of two life insurance and two health insurance programs sponsored by the Agency under the name of "Government Employees Hoaith Association, Inc." Eligibility for these life and health insurance programs has been limited to those categories of personnel expressly stipulated in the Notice. Nowhere are Covert Associates listed as an eligible group, although in fact a Covert Associate may be an employee of the U.S. Government. Until the notice or the proposed regulation is changed, this Staff is precluded from inserting in contracts similar to that of subject individual's any reference to health and life insurance programs normally available to staff employees.

JOHN L. BISCHOFF Special Centracting Officer

CEO T

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SECRET

120d 1954

MEMORANDUM FOR: SPECIAL CONTRACTING OFFICIAL, CIA

SUBJECTS

: Paul D. Langevin (P)--Povore Apsociave

It is requested that the succeed's reneract effective.

August 195h be emended to permit the subject to apply for Hospitalization and Live Insurance with the Agency.

dinie.

Psychological and Paremilitery Operations Stat?

MEMORANDUM FOR: Mr. Kermit Roosevelt

ATTENTION'

: Mr. John Baker

SUBJECT

: Mr. Paul D. Langevin; Employment as CIA Staff Officer

- 1. To those of us at Headquarters who have followed closely the work of Mr. Langevin in connection with PBSUCCESS, it is completely evident that he made one of the major and most outstanding contributions to this Operation and that he has demonstrated himself to be exceptionally qualified in the field of political and psychological operations (covert). I have just been informed by Messrs. Barnes and Langevin that the latter who has heretofore been employed in the capacity of a Contract Agent, desires to become more closely associated with the Agency and would like to be employed as a regular staff officer. I am very much in favor of following up on this opportunity, and I have good reason to believe that the Director likewise is specifically interested.
- 2. There are certain aspects of this case which appear to require special handling and tailoring -- none of which presents any difficulties as I see it -- but, on the contrary, would tie in very neatly with both the near term and longer range aspects of the employment of Mr. Langevin. These aspects are as follows:
  - (a) Mr. Langevin desires to begin his term of employment by the Agency with a period of service at Headquarters. (He has spent many years in Latin America, principally in where he has owned and still owns a newspaper, and, in my judgment, it would be mutually advantageous to the Agency and to Mr. Langevin for him to spend not less than a year as a member of the Headquarters organization.)
  - (b) Mr. Langevin has for some years in the past been giving an annual series of lectures in various Latin American capitals. These lectures have been arranged by an agent of his in New York and his audiences have consisted of business and professional groups and women's organizations. The general subject matter of his lectures has included talks on the threat of international Communism to Latin America. Mr. Langevin would desire, if it can be worked out, to be permitted to continue to deliver lectures of this kind in the future and is at the present time

contemplating a series of lectures on Latin America to be given in various cities within the United States.

- (c) Mr. Langevin would be ready and able to accept a field assignment in South America following the conclusion of the period of Headquarters' duty referred to.
- 3. As already indicated, it seems to me that there are no serious problems involved in any of the foregoing and that the material can be readily cut to fit the pattern. It is the recommendation of Mr. Barnes in which I concur, that Mr. Langevin be assigned to the PP Staff during his tour of duty here. He could in this capacity work very closely with WH Division, but it seems to Tracy and myself that he can contribute importantly to the work of the PP Staff and in the process broaden himself. As regards the matter of the lectures, I would recommend that arrangements be made to permit and even encourage him to continue these since it seems to me that they would fit in very well with his general PP assignment -- assuming, of course, that his Headquarters and field cover are properly designed and maintained. The Headquarters cover problem is not a substantial one and as far as the field is concerned if Mr. Langevin were to go under non-official cover of the right kind this also should present no problem. There is a readymade cover in the field and in a critically important country by virtue of his ownership -- for some six years -- of a newspaper in would not be incompatible with his resumption of his position as owner and newspapaer to work in an annual series of lectures editor of the either in Latin America or in the United States. There is only one further point involved in connection with the lectures; Because of Mr. Langevin's intimate association with many of the details of PBSUCCESS and also in light of the standing rules of the Agency, it would be desirable for him to submit at last in general outlines, and preferably textually to the extent feasible, the substance of his proposed lectures. He is anxious to do this in connection with the forthcoming lectures -- for his own piece of mind since he would like to be double-checked on the things which he should sayand those which he should not say with respect to the Guatemalan development. He could and in the material to Mr. Holcomb or myself -- or to you -- and after it has been checked over by one of us, we could arrange to submit it to the Office of Security for such further checking as may be desirable.
- 4. Mr. Langevin proposes to take a leave of absence of a month or six weeks, starting within the next few days. I believe it would be desirable for Mr. Baker, to start the necessary personnel and other administrative actions, including any additional security clearances which may

which may be necessary, etc., looking toward having everything in line for Mr. Langevin to come aboard officially at the conclusion of this leave.

5. His home address is: 811 Hollywood Blvd.
Hollywood, Florida

FRANK G. WISNER Deputy Director (PLANS)

ce" COPS -- DD/P

Datei

Mr. Paul D. Langevin

Lear Mr. Langevin:

Reference is made to your contract effective 4 March 1954 with the United States Government, as represented by the Central Intelligence Agency, for the aubmission of certain information and related services of a confidential nature.

Effective 14 Seftember 1954, said contract is terminated and in lieu thereof the following contract is substituted:

The United States Government, as represented by the Central Intelligence Agency, hereby contracts with you as a <u>Covert Associate</u> for the submission of certain information and related services of a confidential nature under the following terms and conditions:

- l. Compensation. In full consideration for the submission of certain information and related services of a confidential nature, you will be compensated at the rate of \$8360 per annum. In addition, you will be entitled to authorized overtime in excess of 40 working hours per week at the rate of \$1,51 per hour. Payments will be made as directed by you in writing in a manner acceptable to CIA. No taxes will be withheld from any sums paid to you here under directly by CIA, but it will be your responsibility to report such sums in accordance with applicable Eederal income tax laws and regulations.
- 3. Travel. You will be advanced or reimbursed funds for necessary expenses incurred in connection with such travel as may be directed or authorized by CIA. This will include per diem in lieu of subsistence in the course of such travel while away from Washington, D. C., and while on temporary duty overseas. You will be required to account for such expenses in accordance with applicable CIA regulations or those of your cover facility, whichever is directed by CIA.
- 3. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to, entertainment and the purchase of information as specifically approved by CLA. Such funds will be subject to accounting in compliance with CIA regulations.
- 4. Benefits. (a) You will be entitled to death and disability benefits equal to those authorized under the Federal Employees! Compensation Act, as amended. Claims by you, your heirs, or legal representatives under this paragraph will be processed by CIA in accordance with its procedures in such manner as not to impair security.
- (b) You will be entitled to sick and annual leave equal to and subject to the same rules and regulations applicable to CLA employees. Such leave may only be taken at times and places approved in advance by appropriate representatives of CIA.
- (c) Civil Service Retirement deductions will not be made from your wages since your employment hereunder is not a covered employment under the Civil Service Retirement Act. However, your status is that of an

employee of the United States Government paid from Government funds.

Therefore, if in the future you are employed by the United States Government in a status covered by the Civil Service Retirement Act; periods of service under this contract will be available as creditable service for retirement purposes in conformance with Civil Service Regulations.

- 5. Cover. It is anticipated that y u will undertake certain ever emplyment in the course of your performance under this agreement. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this agreement and any contradiction in terms which may in any way amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.
- 6. Leave Without Pay. During the term of this contract it is anticipated that you will undertake contracted speaking engagements. For such periods of time necessary to fulfill these commitments you will be considered on leave without pay status under the terms of this agreement.
- 7. Execution of Documents. If, in the performance of your cover service, you assume the custody of government funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monles of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.
- 8. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by CIA from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.
- 9. Instructions. Instructions received by you from CIA in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 10. Unauthorised Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 11. Term. This contract is effective as of I August 1954, and shall continue thereafter for a period of one (1) year unless sooner terminated by CIA either:
  - (a) By fifteen (15) days' actual notice to you from CIA, or
  - (b) Without prior notice, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise; rendering yourself unavailable for acceptable service.

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employee of the United States Government paid from Government funds. Therefore, if in the future you are employed by the United States Government in a status covered by the Civil Service Retirement Act, periods of service under this contract will be available as creditable service for retirement purposes in comormance with Civil Service Regulations.

- 5. Cover, It is anticipated that you will undertake certain cover employement in the course of your performance under this agreement. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this agreement and any contradiction in terms which may in any waysmplify, extend or restrict your rights and/or oblightions hereunder shall be resolved by this agreement which shall always be dominant.
- to Offset. Any sums or substantially similar benefits or allowances received from your cover facility will be used to offset those due under this contract by CIA. Sums, similar benefits or allowances thus received through your cover facility are acknowledged and agreed to be payment by CIA within the provisions of this contract. You will report all sums or substantially similar benefits received from your cover facility at least every four (4) months during the term of this contract.
- 7. Execution of Documents, II, in the performance of your cover service, you assume the custody of covernment funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monies of the U. S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.
- 8. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by CIA from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.
- 9. Instructions. Instructions received by you from CIA in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 10. Unauthorised Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- II. Torm. This contract is effective as of 15 September 1954, and shall continue thereafter for a period of one (1) year unless sooner terminated by CIA either:
  - (a) By lifteen (15) days actual notice to you from GIA, or
  - (b) Without prior notice, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

# SECRET

Subject to the availability of appropriations, this agreement may be renewed for successive periods of one year each upon notice from CIA accepted by you. Termination of this agreement will not release you from the obligations of any security outh you may be required to take.

UNITED STATES OF AMERICA

Y Special Contracting Officer

ACCEPTED:

Paul D. Langevin

WITNESS:

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APPROVED:

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con aure,

Mr. Paul D. Langevin

Dear Mr. Langevin:

The United States Government, as represented by the Central Intelligence Agency, hereby contracts with you for the submission of certain information and related services of a confidential nature under the following terms and conditions:

- 1. Compensation. In full consideration for the submission of such information and services, you will be paid an amount calculated at the rate of \$7200.00 per annum. Payments will be made as directed by you in writing in a manner acceptable to CIA. No taxes will be withheld from this amount, and it will be your responsibility to report such income under existing Federal income tax laws and regulations.
- 2. Travel. (a) You will be advanced or reimbursed funds for necessary expenses incurred in connection with such travel as is directed or authorized by CIA. This will include per diem in lieu of subsistence in the course of such travel and while on a temporary duty status away from your permanent station. All travel, transportation and per diem provided for under this paragraph must be properly authorized, and expenses incurred hereunder are subject to payment and accounting in compliance with CIA regulations.
- (b) Upon the successful completion of your services under this contract or any renewal thereof, you will be advanced or reimbursed funds for return travel and transportation expenses to your permanent residence in
- 3. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to entertainment and the purchase of information as specifically approved by CIA. Such funds will be subject to accounting in compliance with CIA regulations.
- 4. Benefits. (a) You will be entitled to death and disability benefits equal to those authorized under the Federal Employees' Compensation Act, as amended. Claims by you, your heirs, or legal representatives under this paragraph will be processed by CIA in accordance with its procedures in such manner as not to impair security.
- (b) You will be entitled to continuance of pay and allowances in a manner similar to that set forth in the Missing Persons Act (50 U.S.C.A., App. 1001-1015).
- (c) You will be entitled to fourteen (14) calendar days' leave per contract year. Such leave may be accrued during the term of this contract or any renewal hereof except that payment in lieu of unused leave will not be authorized. Such leave may only be taken at times and places approved in advance by appropriate representatives of CIA.
- 5. Execution of Documents. If, in the performance of your cover service, you assume the custody of government funds or take title of record to property of any nature whatsoever and wherever situtate, which property has in fact been purchased with montes of the U.S. Government, you hereby recognise and acknowledge the existence of a trust relationship, either

express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.

- .5. Satur. You are not an amployee of the United States Government under this agreement and are not entitled to any benefits normally incident to an employee status, except as specifically enumerated herein.
- 7. Instructions. Instructions received by you from CIA in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 8. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 9. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by CIA from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the espionage laws dated 25 June 1948, as amended, and other applicable laws and regulations.
- 10. Term. This contract is effective as of 4 March 1954, and shall continue thereafter for a period of two (2) years, unless sooner terminated by CIA either:
  - (a) By thirty (30) days' actual notice to you from CIA, or
  - (b) Without prior notice, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Subject to the availability of appropriations, this agreement may be renewed for successive periods of one year each upon notice from CIA accepted by you. In the event of voluntary termination on your part or termination for cause by CIA prior to the expiration of this agreement or any renewal thereof, you will not be entitled to return travel and transportation expenses to Santiago, Chile. Termination of this agreement will not release you from the obligations of any security oath you may be required to take.

UNITED STATES OF AMERICA

JWING 4 WAJSY	BY
Constances	Contracting Officer

ACCEPTED:

Paul D. Langevin

APPROVED:

Security Information

13 June 1952

MEMORANDUM FOR: Record

STRJECT:

PECRIVEL Amendment 11

- I. This date copy number four of subject project has been forwarded to Mr. William Rowland for approval in view of the fact that the original and copies number two and three-have been tempororily adsplaced.
- 2. As an endment number one to "BERROVEL covers no substantive operations it has not been coordinated with Security and Cover.
- 3. It is requested that approval of surject project amendment be given as soon as possible in view of the urgency of action as stated in the project itself.

HOMER BEETT, Jr. WE/Project Coordinator

WIID/HB/Jo

Distribution Orig: (D/CO.

co: S ecial Contracting Officer (Mr. J.L. Bischoff)
CM (Mr. Ernest W. Pittman)
Chief, Branch I
Project File Sparovel Sphisso
Chrone P&O

Secretary 1

MEMORANDIM FOR . OD CO

ATTESTI NI

Mr. Wil iam Rowland

S'TJ CT:

Project PROROVEL, Amendment No. 1

- 1. Forwarded herewith are the original and two copies of subject amendment plus an extra copy of OPC Form holes.
- 2. It is respectfully re wested that approval of subject amendment he exhedited as the Project Fina cial Data, form Loba, indicates that nayment of eight thousand (\$8,000.0) dollars to PA L D. LARGEVIN must be made on or about 20 June 19 2.
- 3. Subprograph six of the Proposal indicates that as a prerequisite to issuance of a loan to LANCIVIN the latter will be required to submit a complete nanoclate invertory of all machinery and equipment involved in the loan transaction, its physical existence in his custody, tisatitle to the or certy, and an approximate evaluation of its worth (as determined by MED station personnel). WHE will be prepared to do this shortly after Amendment Yo. I is approved and the necessary funds are available for payment.
- h. Subparegraph five of the Proposal incleates the details of the loss contract and solection of the appropriate legal instrument to secure a lies on the eachiery and equipment will be arrived at through joint agreement of ADD, CCC and the Legal Di ision. These financial details will be arranged a because to a proval of the amendment in question and will commiss the financial plan governing the expenditure of the funds requested.

J. C. TAG

THD/JCK/THM/VLC/HB/de

Distribution Criga Co/CO

car Special Contracting of ider (Br. J.). Wachoff)
OH (Br. Ermont W. Mithman) /
Chief, Branch I
Froject File MACHOVEL SHD/ NO
Chrono W M/P&O